



UCA STUDENT AFFAIRS

2023-2024 —

About Us



Vice President Robin M. Williamson, Ph.D

On behalf of the talented and dedicated staff in the Division of Student Affairs, it is with great pride that we present our annual report for the 2023-2024 academic year. The people who work in the Division of Student Affairs are committed, thoughtful, and compassionate professionals who share their expertise and experience on a regular basis to improve the student experience at the University of Central Arkansas. We are proud members of the campus community and work tirelessly to ensure success for all our students and stakeholders. Throughout this report, you will read about the many accomplishments of our students and staff. We invite you to celebrate with us and look forward to working with you in the future. Go Bears!

Vision

The Division of Student Affairs will be a haven for students and staff to flourish in who they are and build pathways to successful and fulfilling lives.

Mission

The Division of Student Affairs will facilitate student and staff growth through support, programs, and engagement. We will provide you with opportunities and environments for community interaction, personal and educational development, wellness, and reflection during your time at UCA and beyond.

Tenets

- Building connections
- Advancing and investing in community building efforts and initiatives
- Strengthening personal purpose
- Enriching the whole person



Strengthening Personal Purpose

At the University of Central Arkansas, discovering purpose isn't left to chance—it's something students build through experience, service, and reflection. Over the 2023–2024 academic year, the Division of Student Affairs made that journey personal. Through intentional programming, students were invited to dig deep, ask important questions about who they are, and shape what kind of impact they want to make in the world.

Programs like Bear Boots on the Ground gave students a front-row seat to community service, not just as volunteers, but as leaders. Whether they were organizing drives or showing up where help was needed most, students got to see firsthand how their actions could ripple far beyond campus.

Career Services was right there beside them, offering practical tools to turn passion into a plan. From resume help and career fairs to mock interviews and grad school prep, students weren't just checking boxes—they were gaining clarity on how their interests, strengths, and stories could fuel a meaningful future.

And for students looking to lead with their values, the Green Bear Coalition made sustainability a shared mission. Their events helped students think critically about their everyday choices and understand how personal habits connect to global change. Whether through recycling initiatives or campus-wide advocacy, they learned that caring for the planet can be a powerful part of personal growth. These programs didn't just help students figure out what they want to do—they helped them understand why it matters. That's the heart of purpose. And that's what UCA makes possible.



Bear Essentials Food Pantry

The Bear Essentials Food Pantry played a critical role in addressing food insecurity and supporting student well-being throughout the year. With approximately 85,000 pounds of food distributed—equivalent to 71,000 meals—the pantry provided consistent, accessible nutrition to students, faculty, and staff. In total, it served approximately 900 individuals, helping them meet basic needs while pursuing their academic and professional goals.

The pantry's operation yielded substantial financial relief by saving users an estimated \$8,266 over the course of the year. This support was made possible by a committed donor base with an average of 23 payroll deduction contributors and 49,600 pounds of food donated.

In addition to providing food access, the pantry fostered community involvement through its 85 volunteers, many of whom were students. These volunteers not only supported logistics, but also built a space that felt safe, supportive, and judgment-free.

Through both service and solidarity, the Bear Essentials Food Pantry makes a lasting difference in student lives—advancing care, support and compassion at UCA.



Career Services

Career Services had a highly impactful year by providing students with personalized support and access to real-world opportunities that bridge the gap between college and career. The team conducted 671 one-on-one appointments, including resume reviews, interview prep, and general career advising. These services helped students refine their professional materials, build confidence, and prepare for a competitive job market.

One of the year's biggest highlights was the success of the career fairs, which saw 1,960 student participants and 420 employers in total. These events were hosted throughout the year and included the On-Campus Student Employment Fair, STEM Career Fair, and Health & Human Services Career Fair. Employer turnout was strong across the board, offering students access to a wide range of industries. Career Services also hosted 21 on-campus interviews, allowing students to connect directly with potential employers in a convenient and supportive setting.

The department tracked 2,293 internship opportunities posted in Handshake with 310 confirmed internship recipients, 90 of whom were enrolled in the UCA Internships & Cooperative Education Program. These partnerships serve as a powerful pipeline to employment and give students hands-on experience that supports both academic and career success.

Career Services also provided crucial resources such as the World of Work Closet which served 461 students by offering free professional attire to students preparing for interviews and networking events.

Student feedback reflects the excitement and engagement with these events and services as well as the growing demand for career development opportunities on campus.

Career Services continues to play an essential role in preparing students for life after graduation—and in doing so, contributes meaningfully to student retention, satisfaction, and long-term success.

Meet our 2024 Student Employee of The Year

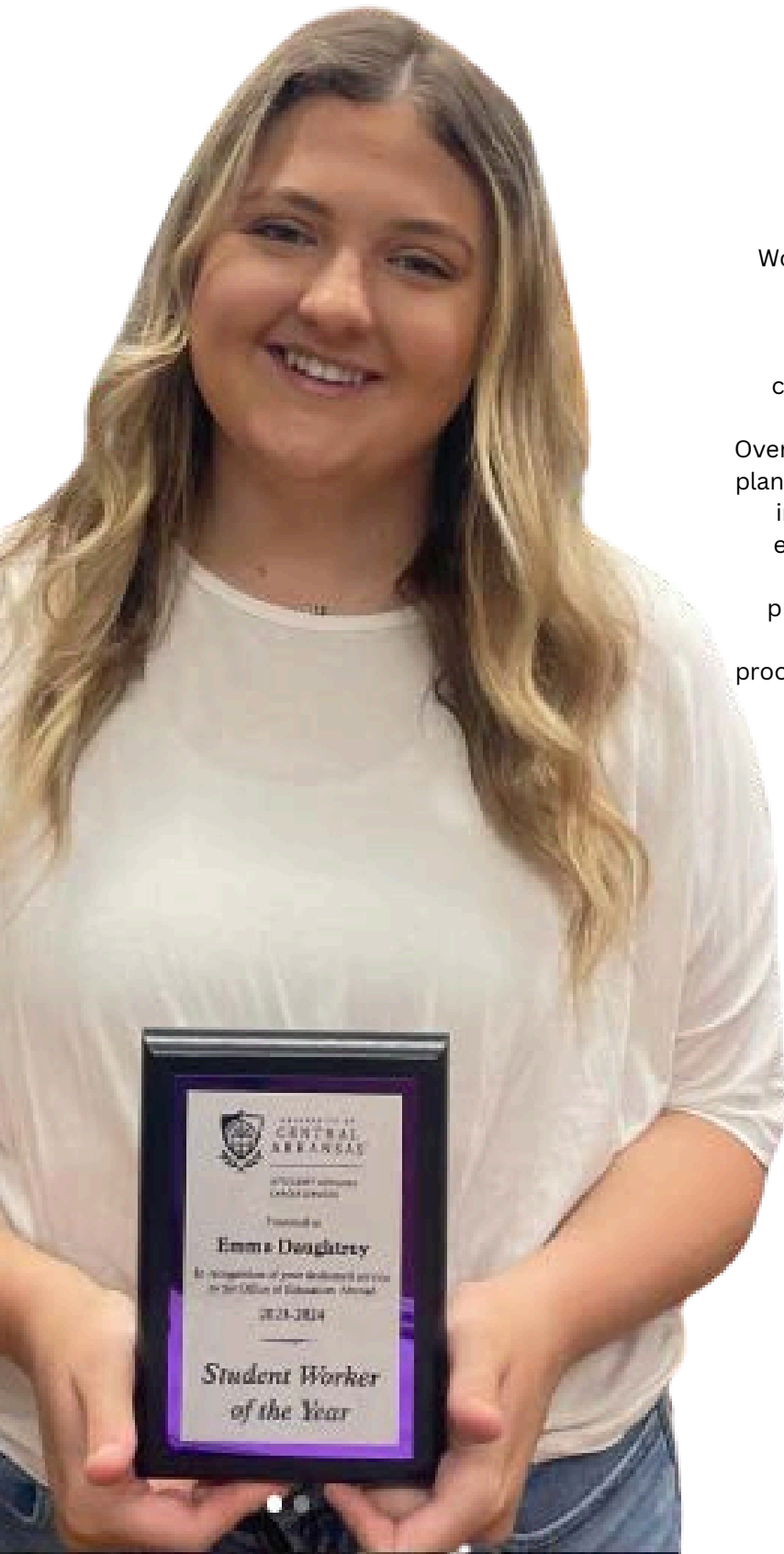
Emma Daughtrey

Emma, a junior majoring in Insurance and Risk Management, has been named UCA's Student Worker of the Year for 2023–2024. Nominated by the Office of Education Abroad, Emma has consistently gone above and beyond her responsibilities—bringing professionalism, creativity, and heart to every aspect of her role.

Over the past year, Emma has been instrumental in planning and promoting study abroad events, from information sessions and workshops to cultural exchange programs. She's not only coordinated logistics and communications with care and precision—she's also become a trusted resource for students, learning the ins and outs of visa processes, applications, and program structures to better support their global goals.

Emma's initiative extended beyond in-person support. She revamped the office's social media presence, creating engaging and informative content that significantly boosted student interest and online engagement. Her fresh perspective and strategic approach brought new energy to international recruitment efforts.

Emma's impact on campus will continue to grow. In 2024, she served as a Student Ambassador in the National Student Exchange Program, representing UCA off-campus and helping to inspire more students to pursue study abroad opportunities.



Bear Boots on The Ground

This year, Bear Boots on the Ground hosted a powerful, hands-on service experience that brought together 14 student volunteers for one large-scale community engagement event. In partnership with Living Lands and Waters, students participated in an immersive environmental clean-up initiative, demonstrating their commitment to sustainability and civic responsibility.

The impact of the event extended beyond the immediate task of cleaning local waterways. Students gained a deeper understanding of environmental issues and community stewardship—lessons that carry over into their roles as citizens and leaders. According to the program coordinator, two students have participated in the trip twice, citing it as a transformative experience that influenced their personal growth and future goals.



Green Bear Coalition

In 2023–2024, the Green Bear Coalition maintained its momentum as a student-led force for sustainability, education, and engagement. The coalition hosted 37 events and recorded 229 student participants, offering hands-on experiences and opportunities for advocacy in environmental responsibility.

A highlight of the year was the grand opening of the Lewis Science Center Sustainability Demonstration Garden, a major accomplishment that created a visible and lasting space for environmental learning on campus. Through this project and other initiatives, the coalition actively connected ecological values with campus culture.

One of Green Bear's major impacts on campus has been its role in developing student leaders. This year, the student leadership team stepped into their roles with professionalism, passion, and growth, embodying the mission of the organization while gaining valuable leadership experience. These emerging leaders are not only shaping sustainability at UCA, but preparing for broader impact in their future communities.





Meet our Miss UCA 2024

Kennedy Holland

In November 2023, Kennedy Holland was crowned Miss UCA 2024, which represents her commitment to being an advocate and leader of inclusivity. Holland is a sophomore from Greenwood, Arkansas, majoring in communication with future plans to be an occupational therapist. Service and community service have been a vital part of her education and personal being.

At the age of 16, Kennedy launched Compassion Legacy, a nonprofit organization to create accessible playgrounds for children with special needs. The idea for Compassion Legacy came during the COVID-19 pandemic when she discovered a wheelchair accessible swing set had been neglected and started advocating for inclusive playgrounds across Arkansas, even working to request state funding to support these initiatives to build inclusive playgrounds at public parks.

Kennedy is also active with other campus organizations including Alpha Sigma Alpha, the Students of Pre-Occupational Therapy, StuMo, and the Public Relations Student Society of America. As Miss UCA, she serves as an ambassador for the university and is able to represent UCA during philanthropy events, campus events, and athletic events.

Kennedy represented UCA at the Miss Arkansas 2024 competition and finished as 1st Runner Up, earning a \$15,000 scholarship from Dr. Rhys Branman's Cosmetic Surgery Center and Exhale Med Spa. She also received scholarships including the Buddy Coleman Memorial Overall Talent Award (\$3,500), the Melonie McGarrah Overall Vocalist Award (\$2,000), and multiple preliminary awards totaling \$3,500 in scholarships.



Building Connections

At UCA, connection isn't just encouraged—it's lived. Whether students are showing up for each other at late-night events, stepping into leadership roles, or finding a place where they truly belong, these shared experiences shape who they become. During the 2023–2024 academic year, the Division of Student Affairs made connection a priority by hosting 1,567 events and sparking over 35,000 moments of student engagement. From casual socials to campus-wide initiatives, these weren't just activities—they were opportunities to be seen, heard, and supported.

Greek Life created spaces for service, celebration, and deep-rooted friendship. Fraternities and sororities built more than community—they built legacy, pride, and a sense of home that extended well beyond campus walls.

The Student Activities Board brought the energy with concerts, game nights, and traditions that had students lining up to join the fun. Their events didn't just entertain—they made people feel connected to something bigger.

And Student Government Association (SGA) gave students the platform to lead change. Their event, "New Bear Bucket List: Vote in SGA Elections," drew 746 students—the most for any non-athletic event this year—and proved that engagement and impact go hand in hand.

One standout organization, Delta Zeta, hosted 81 events—blending sisterhood, service, and leadership into every gathering.

Whether it was a karaoke night, voter drive, or a moment of meaningful conversation, each event added a layer to UCA's story. And through it all, one thing was clear: connection isn't just a tenet—it's the heartbeat of campus life.

Student Life

The Office of Student Life provided expansive leadership and engagement opportunities that reached a wide cross-section of the student body. In Fall 2023, 1,084 undergraduate students were actively involved in Greek Life, which is 14 % of our undergraduate population. Academic success remained a strong focus with 71.7% of Greek members earning a 3.0 GPA or higher in the fall and 73.3% in Spring 2024.

The Center for Leadership Development facilitated multiple engagement programs, including IDEAL, our freshmen leadership organization, and Lead Team. The center offered impactful opportunities for students to develop confidence and community through leadership initiatives.

Registered Student Organizations (RSOs) remained a cornerstone of campus life with 176 active organizations involving 6,701 students. Through CubConnect, RSOs hosted over 1,200 events across fall and spring semesters and created a dynamic environment for student connection, service, and growth.

The Purple Society continued to recognize student excellence and involvement with 98 applicants and 64 inductees in 2024. This UCA honors society serves as a celebratory moment for students deeply engaged in university life.

Campus involvement has the power to transform a student's life by empowering them to grow in ways that even surprises them. When asked about his experience, Jacob Rodriguez, who was recognized for his leadership and impact on student life, said his campus involvement has allowed him to thrive both in and outside of the classroom.



First Year Experience

FYE continued its mission to welcome, orient, and support UCA's newest students and their families through a series of high-touch, high-energy programs. In Summer 2023, the team facilitated 14 SOAR sessions (Student Orientation and Registration), including a mix of 2-day, 1-day, and Transfer-specific programs. These sessions collectively welcomed 2,209 students and 1,724 family members, making them one of the largest touchpoints for incoming students and their supporters.

FYE also led 90 SOSers (Student Orientation Staff) who serve as peer guides, mentors, and morale boosters for new Bears. Their energy and leadership formed the backbone of many first-year experiences, from SOAR to Welcome Week and beyond.

A notable new initiative this year was the First 40 Days Celebration, held on September 28, and attended by over 200 students. The event highlighted milestones, community-building, and the support available to help students transition smoothly into university life.



Ronnie Williams Student Center

Hosting 1,753 bookings throughout the fiscal year across student organizations, departments, and external partners, the Ronnie Williams Student Center (RWSC) continued to serve as a vibrant hub of campus activity. In September 2023, 161 individual events were logged in one week, demonstrating the Center's essential role in university life.

A major milestone this year was the renovation of the main hallway and first floor lounge areas, which transformed the space into a more welcoming and functional environment for students to meet, relax, and collaborate.

The Student Activities Board (SAB) remained active and creative by hosting 35 events that reached 3,051 attendees. New SAB programming included a greater mix of social, cultural, and interactive activities designed to meet the diverse interests of UCA students. The board consisted of 21 dedicated student members, each contributing to a thriving co-curricular experience.

Together, the physical space and programming of the RWSC made a significant contribution to student engagement, retention, and overall campus spirit.



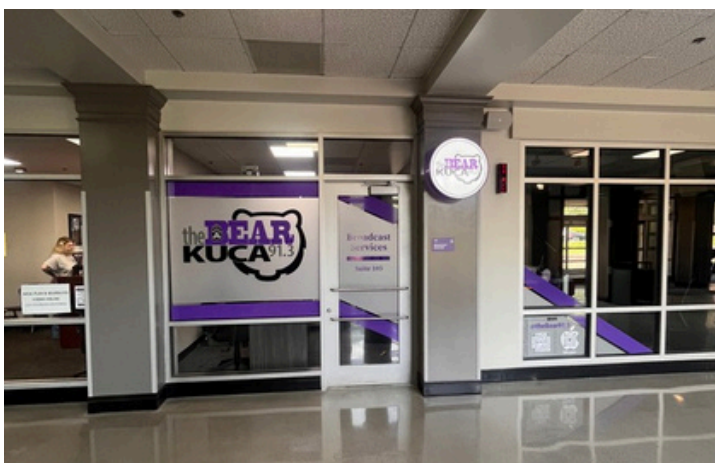
The Bear 91.3 KUCA

The Bear 91.3 KUCA experienced a landmark year in both infrastructure and student engagement. In July 2023, the station transitioned into a newly renovated space in the Ronnie Williams Student Center. This move significantly enhanced the station's visibility and technical capabilities and created an exciting and professional atmosphere for student broadcasters.

KUCA saw record participation this academic year with a large number of students contributing to the station's programming. Engagement was notably higher than in previous years. The station also employed five student staff members offering hands-on experience in broadcasting, production, and station management.

KUCA broadcast 114 sporting events keeping students and fans connected to UCA athletics throughout the year.

KUCA prides ourselves in providing opportunities for our students to discover their passions and find their voices. This is evident in Matt Smith's experience. Matt started at KUCA in 2021 and has grown into a leadership role by serving as a mentor for new broadcasters. His journey is a testament to how co-curricular experiences like student radio can shape career readiness and personal growth.



Meet our 2023 SGA President

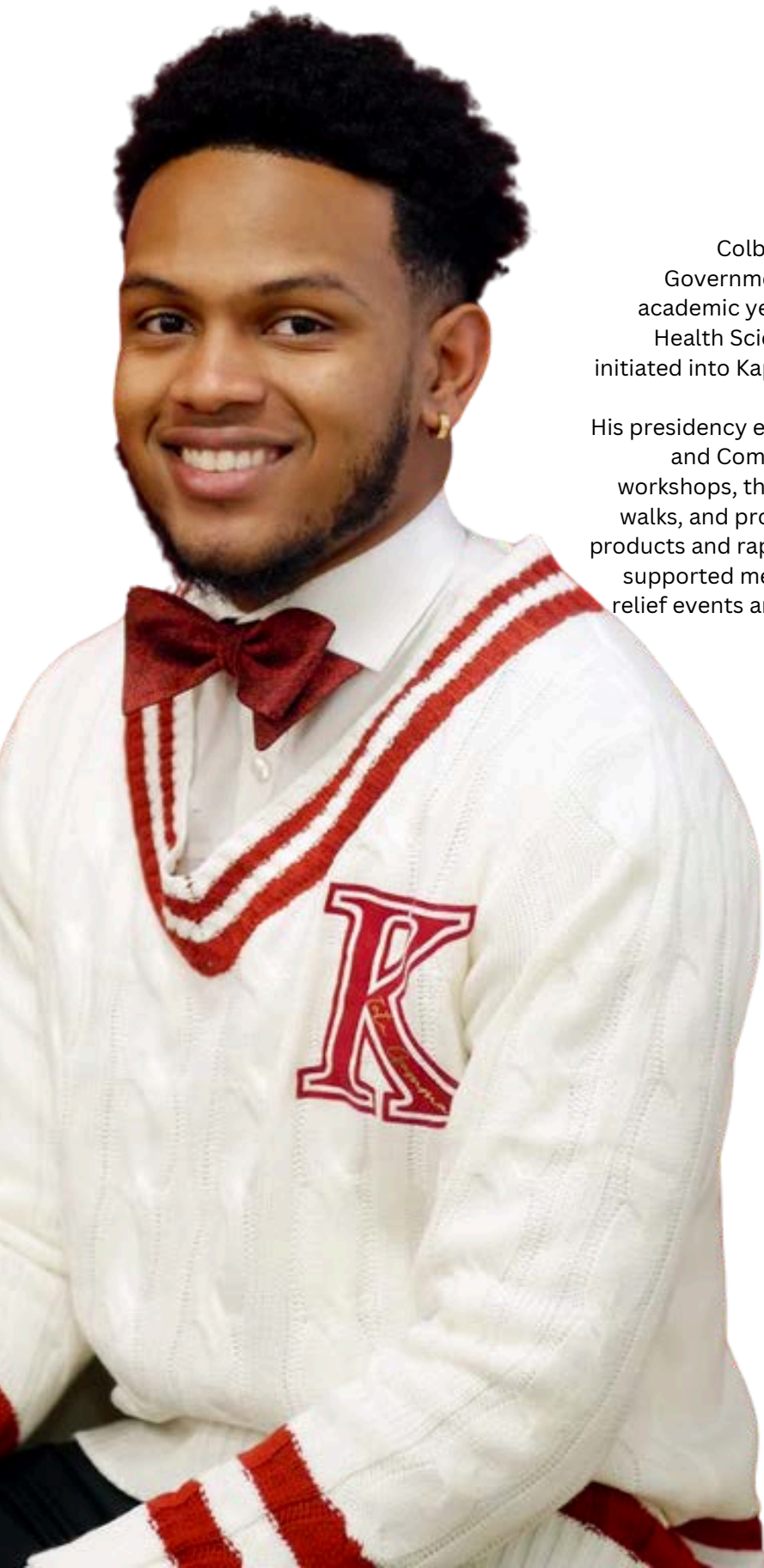
Colby Wilson

Colby Wilson served as President of the Student Government Association (SGA) during the 2023–2024 academic year. A Pine Bluff, Arkansas native, he studied Health Sciences with a Public Relations minor and was initiated into Kappa Alpha Psi Fraternity, Inc. in Spring 2022.

His presidency emphasized Service, Transparency, Integrity, and Community. Notable initiatives included resume workshops, the "Food for Fines" campaign, campus safety walks, and providing essential items like feminine hygiene products and rape care kits to local hospitals. Colby actively supported mental health awareness by organizing stress-relief events and collaborating on university programs like Wellapalooza and Exam Jam.

Colby's leadership was shaped by his belief in learning to follow before leading which guides him toward empathy and continuous personal growth. His approachable style and dedication set a positive example for peers.

Aspiring to enter the healthcare field, Colby is pursuing admission to the Dental Hygiene program at the University of Arkansas for Medical Sciences. Combining his passion for healthcare with the leadership skills honed at UCA, Colby leaves a lasting legacy marked by community engagement, student support, and impactful service.



Enriching The Whole Person

At UCA, we believe that student success goes beyond academics. It's about well-being, balance, and support that meets students wherever they are. In 2023–2024, the Division of Student Affairs worked across departments to help students feel seen, supported, and equipped to thrive—mind, body, and spirit.

The Dean of Students Office provided holistic support to students navigating academic and personal challenges. Through signature programs like BearTruth, students gained tools to build resilience, understand university policies, and care for their overall well-being. The CARE Team continued to serve as a safety net for students in distress by ensuring timely and compassionate intervention.

The Office of Accessibility Resources and Services (OARS) through supported students, inclusion and access. Beyond accommodations, OARS worked closely with faculty and staff to reduce barriers and promote equity across the learning environment.

For students facing financial insecurity or crisis, the Student Support and Resource Center (SSRC) stepped in with direct assistance and compassionate problem-solving, which allowed students to stay focused on their education when life got hard.

The Counseling Center remained a trusted source of mental health care on campus. Through individual counseling, workshops, and outreach events, the team helped students manage stress, build coping skills, and take care of their emotional health.

Meanwhile, the Student Health Clinic continued to provide comprehensive, student-centered care from everyday health needs to women's health and preventative services.

Housing and Residence Life rounded out this care network by bringing wellness and learning into the residence halls—offering programs, leadership opportunities, and community-building experiences where students live and grow.

Together, these departments formed a web of support that helped students flourish—not just academically, but as whole people.



Office of Accessibility Resources and Services

OARS experienced a year of continued growth and increasing student need. In Fall 2023, the office supported 993 registered students, an increase of 45 students from the previous fall. In Spring 2024, 897 students were registered, a 373-student increase over Spring 2023. This trend not only reflects rising awareness of available services, but also a shift in campus culture toward greater inclusivity and accessibility.

OARS staff go above and beyond to ensure that our learning environment is equitable for all students. We do this by providing accommodations to support them in many different ways. Fall 2023 saw 2,507 accommodation requests, a 12% increase over Fall 2022. Spring 2024 followed a similar pattern with 2,252 requests, up 9% from the previous spring. In addition, Transport Services recorded 3,1890 hours of cart services over the academic year.

The office led faculty and staff training through a new partnership with the Office of Employee Engagement and Enrichment (OEEE). Training topics included Assistive Technology and Testing Accommodations helping to expand understanding and remove systemic barriers.

Behind the scenes, OARS staff tracked 147 hours and 40 minutes of student interaction and recorded 1,791 case notes, underscoring the individualized attention each student received. With growing demand, responsive services and a student-first approach, OARS continues to be a cornerstone of equity and access at UCA.



Dean of Students

The Dean of Students (DOS) Office provided holistic support to students navigating both personal and academic challenges, reaching more than 1,100 students through outreach efforts across five major programs, including Public Health Initiatives, Bear Essentials, and Bear Truth.

Receiving 144 referrals this year, the CARE Team served as a central support mechanism for students in distress. Notably, only 10% were return referrals, which suggests successful early intervention in most cases. Of the students referred, 73% were enrolled the following term which highlights the importance of timely, wraparound support.

In terms of conduct and crisis management, the DOS office processed 58 Administrative Withdrawal requests and 41 were approved. Among those approved, 50% cited excessive anxiety and 37% cited depression as the primary reason for withdrawal. These figures underscore the continued importance of addressing student mental health as a foundational component of academic success.

One major departmental milestone was the launch of the BearTruth initiative, designed to strengthen student awareness around university policies and personal accountability. The program was well-received and is expected to grow in its influence as a preventative education effort.

Meet our 2023-2024 Intern of The Year

Madison Porter

UCA Internships and Cooperative Education is proud to announce our 2023-24 Intern of the Year, Madison “Maddie” Porter. Maddie is a senior Writing, Rhetoric, and Information Design major. She is a 2-time appointee to the Student Advisory Committee and the winner of the Spring 2023 WRID Best Multimodal Project and 2022-23 WRID Best Scholarly Essay award.

Since November 2022, Maddie has interned with Acoustic marketing technology company as a User Experience (UX)

Writer. Maddie is described as one “having a knack for simplifying complex ideas into user-friendly language”. As

a UX Writer Intern, Maddie has developed

informational and engaging content, such as error messages, help center text, and in-app tour content, to ease and enhance the client’s experience. She is able to apply skills learned through her coursework to effectively assess user needs, perform qualitative and quantitative testing for usability and accessibility, and edit content of Acoustic professional staff

Maddie’s contributions have made it into Acoustic’s product releases, providing a direct value to the product development lifecycle.

Maddie was nominated for UCA Intern of the Year by Dr. Kyle Mattson, Associate Professor and Internship Coordinator of the Writing, Rhetoric, and Information Design program. Congratulations, Maddie on a job well done!



Student Support and Resource Center

The Student Support and Resource Center (SSRC) continued to serve as a safety net for students navigating financial hardship and life challenges. Over the course of the year, the center received 450 applications across its support programs and provided direct financial assistance totaling over \$160,150 to 164 students. These funds helped students cover essential needs—ranging from housing and transportation to food and emergency expenses—ensuring that basic needs did not become a barrier to their academic success.

One student's story exemplifies the center's impact. After a family crisis left them without stable housing, the SSRC stepped in to provide immediate financial support and helped connect the student to longer-term campus and community resources. As a result, the student was able to remain enrolled and focus on their studies they wrote that it "felt like someone at UCA truly cared."



Counseling Center

The Counseling Center remained a vital source of care and connection for our student community.

Over the course of the academic year, the team supported 929 unique students and delivered an impressive 4,786 contact hours. These sessions provided a safe space for students to navigate academic stress, anxiety, depression, and other mental health challenges. While there were no changes to staffing or the client care model this year, the consistency in service delivery allowed the team to build trust and maintain continuity for students in need.

Beyond individual counseling, the Counseling Center made a broad impact through 175 outreach efforts, including presentations, trainings, and campus engagement events. These offerings played a key role in reducing stigma around mental health and helping students access support early—often before a crisis point.

According to the center's outcome survey, the majority of clients reported measurable improvements in their emotional well-being and daily functioning. Many students also shared that they felt more confident in managing their academic workload and personal lives after receiving support.

By helping students stabilize and gain coping strategies, the Counseling Center continues to be a cornerstone of student wellness and resilience on campus.



Dr. Randy Pastor Student Health Clinic

The 2023–2024 academic year marked a meaningful transition for the Student Health Clinic with the retirement of Dr. Randy Pastor, who served the UCA community for 17 years as Medical Director. In honor of Dr. Pastor's service to the institution, the Student Health Clinic was renamed the "Dr. Randy Pastor Student Health Clinic" in his honor.



The clinic remained an essential and heavily utilized resource for students, offering a wide range of health services. These services include illness care, diagnostic testing, STD screenings and treatment, physicals, minor procedures, and specialized appointments. The Women's Health Clinic, in particular, continued to serve a high volume of students, offering pelvic exams, PAP smears, STD screenings, and breast exams. These services ensure that students have access to comprehensive care without leaving campus.

Outreach remained a core component of clinic operations. The staff collaborated with UCA's Global Engagement Office to support international students with orientation on portal use, immunization requirements, and lab testing. The clinic also served as the primary coordinator for tuberculosis screening and monitoring and worked closely with the Arkansas Department of Health to manage any positive cases and provide follow-up care directly on campus.

A standout strength this year was the clinic's student worker program, which trained more than 20 Clinic Assistants through Federal Work Study. These student assistants played an active role in patient flow, lab assistance, and clinic operations. Their involvement not only enhanced clinic capacity but also provided valuable, hands-on experience in a healthcare setting.



Campus Recreation and Wellness

The 2023–2024 year marked a period of growth and renewed energy for Campus Recreation and Wellness. Fitness Center usage increased by 28.8% compared to last year, and by 72.3% since 2021–2022, underscoring a strong student return to wellness spaces. The personal training program logged 168 training hours and offered personalized support through 20 client registrations. Group Exercise remained a campus favorite with 48 unique classes serving 6,353 participants, ranging from yoga and strength training to high-intensity cardio formats.

Innovative and mission-aligned programs brought new life to the year. The Bike Across Arkansas virtual challenge engaged 23 participants and the Bench Press Competition drew 27 registrants. These events not only encouraged physical fitness but built community and healthy competition. Student leadership was central to the department's success with over 30 floor staff, 13 group exercise instructors, and 6 certified personal trainers employed throughout the year. These students played a vital role in daily operations while gaining valuable experience in wellness and customer service.

With increased utilization, expanded programming, and a strong student workforce, Campus Recreation and Wellness continues to be a cornerstone of health, connection, and personal growth on campus.



Housing and Residence Life

The 2023–2024 academic year was one of impressive scope, impact, and recognition for UCA’s Housing and Residence Life (HRL) team. Across residence halls and HRL-sponsored events, the department hosted 226 programs, providing rich educational, social, and wellness opportunities for residential students.

One of the most meaningful initiatives this year was the implementation of required monthly Supportive Programs, designed to reduce over-programming stress and strengthen collaboration with campus partners. Led by student Programming Assistants, these events encouraged intentional participation while spotlighting existing university resources. Programs like “S’Mores You Know” and “Let’s Play a Love Game” engaged students in themes of wellness, sustainability, and self-awareness and helped them build connections with each other and with campus services.

HRL also reinstated its National Residence Hall Honorary (NRHH) chapter post-COVID, which quickly grew into a full leadership team. The chapter hosted multiple events and a culture of recognition and service within the halls. Their hard work earned regional and national awards.

The department’s excellence was also recognized widely across the region. HRL staff received numerous honors from SWACUHO and ARSAA, including the Mid-Level Professional of Distinction Award, Outstanding Graduate Student Award, and Top Program Award. These accolades speak to the strength of professional development, mentorship, and innovation within the team.

The student staffing model was also reimagined this year by introducing new positions such as Complex Assistants, Programming Assistants, and Maintenance & Custodial Assistants. Feedback from staff indicated strong clarity in expectations, support from supervisors, and pride in their roles—key indicators of a thriving workplace. Thirty-one student staff members earned 4.0 GPAs, a testament to the balance between academic and co-curricular success.

With outstanding programming, national recognition, enhanced facilities, and deeply personal impact, HRL continues to shape a living-learning environment where students thrive—in the classroom, in the residence halls, and in themselves.





Advancing and investing in Diversity, Belonging, Inclusion, and Equity efforts and initiatives

In 2023–2024, the Division of Student Affairs advanced Diversity, Belonging, Inclusion, and Equity (DBIE) through meaningful programs, partnerships, and leadership development. The Office of Diversity & Community hosted over 90 programs engaging more than 1,000 students, including Why Pronouns Matter, the MLK Prayer Breakfast, and Affinity Graduation Celebrations.

Institutional Diversity & Inclusion reached over 900 participants through keynote speakers and equity-focused training for students, faculty, and staff. These efforts empowered campus members to lead with empathy and build inclusive spaces.

Through the BearX program, DBIE skill tags such as Appreciation of Differences, Cultural Agility, and Civil Discourse were attached to more than 120 CCT-eligible events, reinforcing inclusive leadership development beyond the classroom.

Together, these initiatives reflect the division's commitment to building a campus culture where every student feels valued, respected, and equipped to lead.

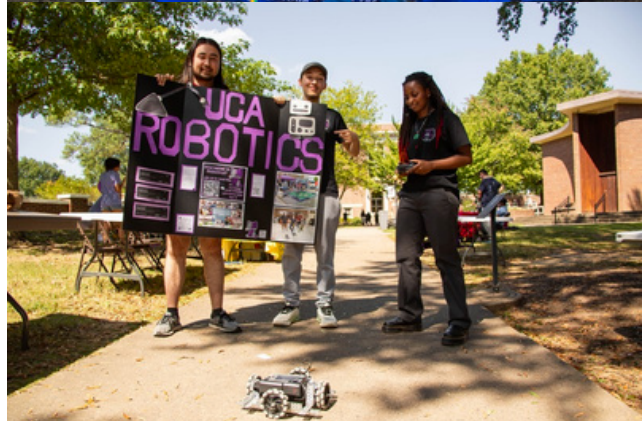
Bear Experience

The BearX program continued to thrive in 2023–2024 as a powerful vehicle for student development, engagement, and campus involvement. Over the academic year, 272 events were hosted and tracked through CubConnect and reached more than 5,400 students across diverse experiences.

Each event was mapped to one or more of the BearX Skill Competencies, which helps students build real-world readiness in areas such as Civic Engagement, Problem Solving, Social Responsibility, Appreciation of Differences, and Career Management. The top utilized BearX skills this year were Cultural Agility and Appreciation of Differences, which reflects a strong focus on adaptability and inclusive leadership.

In addition, all 272 events were designated as Co-Curricular Transcript (CCT) eligible, allowing students to formally document their out-of-class learning. These intentional experiences helped reinforce academic learning with personal and professional development.

BearX continues to empower students to become well-rounded leaders, engaged citizens, and community contributors. Its structured yet flexible format ensures students can explore their interests, challenge themselves, and leave UCA with more than just a degree—prepared with the skills that matter most.





Office of Institutional Diversity and Inclusion

The Office of Institutional Diversity & Inclusion (IDI) continued its mission to foster a welcoming and equitable environment for all members of the UCA community. This year, the department hosted 29 events and drew a total of 445 participants to programs that emphasized belonging, inclusive excellence, and dialogue across differences.

A key goal for the year was to increase campus engagement through signature events, such as DBIE Week (Diversity, Belonging, Inclusion, and Equity), and this goal was met with success. Attendance grew across all major programs, signaling stronger campus interest in these vital conversations. The office also focused on developing spaces where individuals feel valued and empowered—an objective reflected in the quality and diversity of its programming.

One standout initiative was the Beyond Civility Workshop, where students, staff, and faculty came together to practice having challenging conversations across ideological lines. This workshop didn't just offer tools for respectful communication—it fostered a deeper sense of community and mutual understanding across campus roles.

Through intentional programming and inclusive leadership, the Office of Institutional Diversity & Inclusion remains a cornerstone in UCA's commitment to creating a campus culture where everyone feels seen, heard, and supported.

Office of Diversity and Community

This year, the Diversity & Community team curated a meaningful lineup of programs focused on inclusion, identity, and connection. The department hosted over 90 events and attendance over 1,700 participants, including 2 interactive workshops that allowed students to engage in dialogue around diversity, equity, and social impact.

Beyond event programming, the team actively participated in broader campus initiatives, including tabling at the DBIE Fair and Natural Hair Expo. These initiatives further established a visible and welcoming presence for students from all backgrounds.

The department also partnered with multiple campus groups, including the Center for Leadership Development and Diversity & Inclusion, to co-host impactful events such as Bridging the Gap, which brought students, faculty, and staff together for facilitated conversations.

During the 2024 Student Involvement Awards, several students who participated in the department's events and initiatives were recognized for their leadership and contributions to creating inclusive spaces. These acknowledgments were a powerful reminder of how community-building work inspires and empowers students to lead with purpose.