

STUDENT AFFAIRS STRATEGIC PLAN

2014-2017

Objective	Strategy	Initiatives	Measures
ACCESS			
Increase underrepresented student success	Conduct a review of best practices and our current approach to support underrepresented students and design a strategic plan for initiatives moving forward.	Refine the way in which services are provided for underrepresented students, specifically in the Multicultural and Diversity offices.	Strategic plan for underrepresented student success created. Money Management Center funded and established.
	Enhance support services to better prepare and retain students.	Create a Money Management Center.	First year retention for underrepresented students will increase (Baseline 2011-12: 57% of minority first year students were retained; Baseline 2012-13: 48% retained). A transition philosophy will be designed and shared with metrics for success identified.
		Assess the effectiveness of transition programs and refine efforts based on results.	
	Create transition experiences for students entering college to be maintained throughout their first year.	Establish a process for first year transition programs (or series of programs guided by committee). Serve as the primary coordinator of the FAFSA completion initiative in collaboration with other key partners. Create opportunities to inform parents and families about ways to support their students, get connected to campus, and help them succeed.	

LEARNING			
Engage students in meaningful learning opportunities.	<p>Increase the number of students involved on campus.</p> <p>Create and enhance high impact learning experiences with groups of students within departments.</p>	<p>Expand student employment and internship opportunities for students across the division.</p> <p>Expand and refine peer mentoring programs across the division.</p> <p>Work with Engagement Taskforce to create and implement a rubric to gauge engagement activities.</p>	<p>Involve 75% of students in Student Affairs programs and services, measured through student tracking systems.</p> <p>Establish and measure student learning (outcomes) for 33% of activities (refine this).</p> <p>Students will report that events are effectively promoted at an increased level during the next administration of the Campus Activities survey (Baseline 2014: 46% of students).</p>
	<p>Improve communication with students and faculty about engagement opportunities.</p>	<p>Create innovative communication plans.</p> <p>Gather student feedback when planning programs.</p> <p>Implement broad communication plans to share program related information.</p> <p>Communicate assessment results back to students.</p>	

Enhance robust partnerships with academic affairs.	Increase intentional academic partnerships centered on learning across the division.	Work to expand internship opportunities, committee involvement (where applicable), and involve faculty in programmatic elements that are mutually beneficial to staff and faculty.	Create baseline of academic partnerships 2014-15. Academic partnerships 2017 goal will be established following the establishment of the baseline (possibly delete). SA Faculty Advisory Board reactivated.
		Create a certification program to improve knowledge of and referrals to programs and services across campus.	
COMMUNITY			
Foster a community engaged campus.	Expand the number of areas within the division that involve students in the community.	Record service hours gained in SA departments through CCEL. Create a menu of options for departmental involvement in community service ranging from encouraging participation in an event to incorporating service into department initiatives.	At least 30% of students will be engaged in service opportunities and record their hours through the Center for Community Engaged Learning (Baseline: 25% of students engaged in 2013-14).
OTHER			
Expand staff development specifically to include topics of leadership, management, and diversity	Provide structured professional development for directors and program heads.	Work with directors to create a leadership series to complement DPH meetings.	After leadership series and mentor program are created, the programs will be assessed. Staff satisfaction indicators will improve on staff satisfaction survey. Baseline 2014: People in my department work together to get the job done 3.73; My supervisor lets me know what is expected of me: 3.84; I feel empowered to make decisions; 3.48; My supervisor is willing to listen to my concerns 3.97
	Investigate additional professional development opportunities for division staff outside of monthly division meetings.	Establish a staff mentor program. Create a reading circle for staff.	

