Student Affairs Strategic Plan

Vision

Working collaboratively with our campus and community partners, the Student Affairs departments transform students’ potential to accomplish their dreams in a diverse and inclusive learning community.

Mission

As educators, Student Affairs staff are dedicated to delivering high quality, co-curricular programs and services in a learning environment that supports students’ holistic growth and acquisition of essential life skills in order to actualize their full potential to be responsible, engaged, and successful citizen leaders in a global environment.

We build a collaborative and diverse learning community that enriches the intellectual, social, cultural, spiritual, emotional & physical wellbeing of our students by promoting academic success, personal growth, leadership development, civility, civic, social and environmental responsibility, student empowerment, holistic well-being, and respect for diversity.

Student Affairs Strategic Goals

1. **Increase Opportunities for Student Learning and Engagement**
   - Increase opportunities for student internships, both paid and unpaid
   - Increase overall student participation in Career Development Office efforts
   - Expand Bystander Intervention participation across campus
   - Strengthen programmatic aspects of the Living and Learning residential environment
   - Increase student participation in Athletics recreation and intramural programs
   - Increase Counseling Center workshops on self-management and interpersonal skills
   - Provide opportunities for engagement of non-traditionally aged students
   - Increase support for student clubs that focus on international education and support
   - Organize interdisciplinary co-curricular programming in the area of religious and spiritual life
   - Increase undergraduate and graduate nurses direct care experience
   - Increase training and support for Student Organizations and their Advisors
   - Create opportunities for students to engage in intercultural/cross-cultural dialogue
   - Develop mentorship program for students with disabilities
   - Incorporate Restorative Justice component to Conduct process

2. **Foster and Advance Social Justice and Diversity**
   - Achieve Veteran-Friendly status as a University
   - Implement an Interfaith Council to encompass all religious and spiritual traditions on campus.
   - Increase female participation in athletics and recreation programs
   - Create Career Development programs targeted uniquely to Veteran students
   - Increase diversity of professional staff in hiring
   - Increase diversity of student leadership involvement (positions of power and influence)
   - Embed social justice training into all student leadership training programs
• Increase collaboration of student cultural and international groups
• Incorporate Social Justice and Inclusion programs into the residential education model
• Provide visual cues within Student Affairs Offices that create a welcoming climate
• Establish Social Justice Ally training program
• Include “Persons with Disabilities” as part of cultural awareness months
• Achieve high ranking on Campus Pride Index (GLBT-friendly organization)
• Recruit a diverse Conduct Board in terms of racial and gender
• Enhance the campus influence of the University Alcohol Committee
• Increase awareness of neural diversity in community

3. **Promote a Healthy and Safe Campus Community**

• Reduce sexual and relationship violence
• Create campus community that promotes respect and civility
• Enhance the visibility and effectiveness of Campus Ministry
• Expand preventative programs in physical and mental health areas that impact students’ lives
• Develop community awareness and residential neighborhood policing model
• Develop cross-culture health and safety awareness programs
• Support the students, staff and faculty as the campus reduces smoking options
• Increase Counseling Center staff outreach to student, faculty, and staff community with regard to managing stress
• Research “best practices” regarding working with Greek organizations on topics of alcohol and relationship violence
• Improve institutional response to Hate/Bias incidents
• Advocate for increased campus accessibility

4. **Advocate for Student Affairs Infrastructure that Better Supports Student Needs**

• Utilize acquired VAWA grant to increase staffing and programming to reduce sexual violence in community
• Provide all departments optimal space, staff, and funding to meet current and future campus needs
• Increase divisional synergy and align efforts to achieve maximum community impact
• Increase HRE collaboration with Campus Facilities and Public Safety to develop a consistent customer-service model for students and staff
• Assess Student Affairs position in University structure
• Improve efficiency and timeliness of student Conduct process

**Core Values**

1. **Accountability** Knowing what is asked and expected of you and then doing so, holding people responsible for their actions and outcomes, being outcomes focused, being goal oriented
2. **Celebratory** Injecting humor and levity, connecting with our inner child and creativity, enjoyment or playfulness; acknowledging accomplishments, recognizing staff’s contributions and years of service consistently
3. **Collaboration** Working across organizational boundaries towards achieving desired outcomes; being inclusive, trusting that others are just as responsible; working for the good of the whole and utilizing the strengths of each member; cooperation between those who are working together on a task

4. **Community** Fostering a sense of shared responsibility and belonging to our buildings, environment, organizations, and on & off campus community; engaging students to be involved or having ownership of programming and extra-curricular activities

5. **Diversity** Advocating for social justice issues and inclusiveness; accepting, respecting & valuing social diversity among people; being open minded and welcoming to all diverse people and ideas

6. **Empowerment** Giving power or authority to self or other people; taking the initiative; authorizing, enabling or permitting

7. **Excellence** Striving to do our best work in all that we do, excelling; being focused on achieving plans developed, having determination; thinking outside the box, originality of thought or expression

8. **Integrity** Acting consistently with one's values, matching words with deeds; being guided by professional set of ethics, adhering to moral and ethical principles; freedom from deceit or fraud

9. **Safety** Being free from the occurrence of risk of injury, danger, or loss; creating a sense of safety & comfort level; being able to admit failure or mistakes without negative repercussions

10. **Student-Centered** Being focused on improving the students' experience on campus; developing programs and decisions that takes into account the needs & perspectives of our students; thinking of impact on students and choosing options that would optimize positive results for students; being personable and customer centered; initiating interaction with others in a positive manner