

Student Affairs

Cascaded Plan

University of Idaho Strategic Plan and Process 2016-2025
Waypoint One: 2016-2019 (Fiscal years 2017, 2018, 2019)

Support Unit Name (e.g. VP Area etc.): Division of Student Affairs

Students Affairs contributes to the University of Idaho's mission by providing access to and engaging students in an inclusive community that provides intentional learning experiences designed to cultivate self-awareness, wellness, care and respect for others and build the foundation for successful life and career. Student Affairs challenges students to learn, lead, thrive, and positively impact their communities throughout their lives.

Long term focus which supports the University of Idaho Strategic Plan:

(Narrative including which university goal(s) will be advanced and supported by the unit's highest priority activities over the next nine years and a brief description of anticipated tactics deployed to help the University of Idaho meet goal(s))

The Division of Student Affairs has identified areas of focus that will enhance and support the University Strategic Plan. The areas of focus, or themes, include the development of a culture of Student Engagement and Development, a culture of Healthy Community, and a culture of Excellence.

Culture of Student Engagement and Development: Students face a variety of challenges (such as fiscal and mental health issues) that make it difficult for them to successfully complete their academic pursuits. We know that students spend more time out of the classroom than they do in the class. Increasing focus on ways we can engage students at a higher level will enhance their overall academic experience and support what they are learning inside the classroom.

This theme maps to two Goals of the Strategic Plan:

- Goal 2—Engage: Engage individuals (alumni, friends, stakeholders and collaborators), businesses, industry, agencies, and communities in meaningful and beneficial ways that support the University of Idaho's mission. (Objective C)
- Goal 3—Transform: Create an inclusive learning environment that encourages students to take an active role in their student experience.

Culture of Healthy Community: In a region that is geographically isolated from a larger urban populace and resources, the University must develop opportunities for utilization of local and regional resources for the success of our students, faculty, and students. We must not only look to the resources we provide as an institution, but also develop the appropriate partnerships to create sustainable and supportive programs and services to help our community grow and prosper.

This theme maps to of the following Goal of the Strategic Plan:

- Goal 2—Engage: Engage individuals (alumni, friends, stakeholders and collaborators), businesses, industry, agencies, and communities in meaningful and beneficial ways that support the University of Idaho’s mission. (Objective C).

Culture of Excellence: Employee turnover is very high at the University of Idaho. Staff turnover rates approach 20% and Student Affairs has been directly impacted by this, struggling with the recruitment and retention of employees. Further, the educational opportunities provided to students are most are strengthened by Student Affairs professionals who are leaders in their field and have attained advanced degrees, professional certifications and continuing education so as to bring creative, innovative programs to the student experience. Student Affairs will strengthen staff training opportunities and align them with campus priorities including professional and leadership development activities.

This theme maps to the following Goals of the Strategic Plan:

- Goal 1: Innovate: Create, validate and apply knowledge through the co-production of scholarly and creative works by students, staff, faculty and diverse external partners (Objective B).
- Goal 4: Cultivate: Build an inclusive, diverse community that welcomes multicultural and internal perspectives (Objective A) and Enhance the University of Idaho’s ability to compete for and retain outstanding scholars and skilled staff (Objective B).

Mapping and assessing long-term activities with respect to the strategic plan goals and priority institutional metrics (page 6 of university strategic plan):

University Strategic Goal	Focus for unit? (Y or N)	Unit’s high priority activities to support and advance this goal	Corresponding measure of success (metrics and / or milestones)
Innovate	Y	Culture of Excellence	Focused project milestones
Engage	Y	Culture of Student Engagement and Development Culture of Healthy Community	Focused project milestones Focused project milestones
Transform	Y	Culture of Student Engagement and Development Culture of Healthy Community	Focused project milestones
Cultivate	Y	Culture of Excellence	Focused project milestones

Waypoint 1 goal(s) and objective(s), and tactics (short narrative description):

Key tactics described here in narrative form, as a numbered list that will be performed during the first three years of the plan. Include a cross referencing to strategic plan goals and objectives where possible.

Culture of Student Engagement and Development

1. Develop a comprehensive volunteerism initiative program that expands efforts between the campus and local community
 - a. Milestone—Identify baseline number of students participating and compare against for volunteer opportunities at at end of 1st Waypoint
2. Engage students with opportunities to participate in living and learning communities by creating collaboration between International Programming Office, Office of Multicultural Affairs, Modern Languages, and other Academic or Community Partners.
 - a. Metric—Identify # of students living in LLC now vs. number of students in LLCs at end of First Waypoint
3. Assess types of living and learning communities and potential gaps.
 - a. Milestone—Compare current LLC options against national best practice by December 2017.
4. Develop grade point average (gpa) incentives that will improve student academic success of students that reside within the housing and residence life; establish a standard of LLC participant gpa of 3.0 or better (Goals 2; Objective B).
 - a. Milestone and Metric —GPA comparison of LLC students at end of Spring 2017 vs comparison of end of first Waypoint and establish GPA requirement by end of first Waypoint.
5. Develop more internships and graduate assistantship opportunities in Student Affairs for students through partnerships with academic departments (Goal 2; Objective B).
 - a. Metric—Number of students involved with internships and assistantships within Student Affairs
6. Review of National Survey of Student Engagement (NSSE) best practice as it relates to Student Affairs programing and assess learning outcomes aligned with NSSE high-impact campus learning experiences and their implementation.
 - a. Metric—Milestone completion by December 2017.
7. Train Student Affairs staff members to have intentional interactions and conversations with students focusing on all aspects of student success.
 - a. Metric and Milestone: 100% of staff completion rate by August 2018

Culture of Healthy Community

8. Improve faculty, students, and staff health and wellness by enhancing partnerships with local health offices and the Regional Center of Disease Control. Establish Community Health and Wellness Coalition through partnerships with campus staff, local health

offices, academic departments to improve health and wellness initiatives (Goal 2; Objective B).

- a. Metric—Increased visit to Student Health Center, Wellness Programs, Counseling Services, and EAP referral increases.
9. Establish best practices for communications among campus partners when addressing various types of care and concern. Ensure all departments are aware of their roles and how to best use the programs and resources available.
- a. Metric—Increased number of reports of concern via VandalCare from students, faculty, and staff
10. Educate faculty and staff on processes for medical withdrawal and academic petition
- a. Metric—Measure number of reports/petitions for areas by end of first Waypoint.

Culture of Excellence

11. Create and implement Division of Student Affairs on boarding program for all new employees to inform and share division wide mission and vision and key focus areas (Goal 4, Objectives B & C).
- a. Metric and Milestone—Establish on-boarding program by December 2017
12. Conduct an assessment determine the baseline number of student affairs professionals who participate in training, research and volunteer opportunities
- a. Metric—Identify number of Student Affairs professionals engaging in scholastic work.
13. Develop survey to measure satisfaction of communication amongst division staff. Information on survey will inform what types of communication strategies to employ – quarterly meetings, newsletter, social media platforms, etc. (Goal 4, Objective C).
- a. Milestone—Develop and implement survey by December 2017.
14. Implement summer institute (2-day workshop) focusing on new professionals. Topics to include career goals/path, finding a mentor, building a network, navigating the political landscape, professional ethics, etc. (Goal 4, Objective B & C). In waypoints 2 and 3, focusing the institute for mid-level professionals.
- a. Milestone—Implement for Summer 2018.
15. Implement division wide standard of job announcements appearing in at least one diverse publication as well as one national platform (Chronicle, Higher Ed jobs). In waypoints 2 and 3, the annual commitment of participating in The Placement Exchange which is nationally recognized by many associations of student affairs (NASPA; NACA, ACUHO-I, ASCA, NODA, AFA).
- a. Milestone—Implement by August 2017.

Waypoint 1 Metric Targets for Unit:

For each numbered tactic on the prior page, please link to the appropriate strategic plan goal/objective and suggest a means of measuring progress over the course of the next three years (e.g. completion dates for milestones, specific measures of progress unique to your unit).

Initiative Number	Strategic plan goal and objective supported	Proposed means to assess progress	July 2016 (baseline)	July 2017	July 2018	July 2019
1. Community volunteer program	2B	Completed milestones	1000	1300	1600	1900
2. LLC participation	2B	Completed milestones	91%	93%	95%	97%
3. LLC living option assessment	2A, 2B	Completed milestones	967	1024	1075	1128
4. LLC gpa/incentive criteria	2B, 3C	Completed milestones	Established GPA of LLC	GPA Measure	GPA Measure	Final GPA Comparison
5. Student Affairs Internships and graduate assistantships	2B, 3A	Completed milestones	5% of Student Affairs programs	10%	15%	20%
6. NSSE best practice assessment and review	2C	Completed milestones	75%	80%	85%	90%
7. Student Affairs intentional interaction model training	2C	Completed milestones	25% of Student Affairs staff	50%	75%	100%
8. Community Health and Wellness Coalition	2B, 2C	Completed milestones	1000 referrals	1150	1350	1500
9. Report of Concern	4C	Completed milestones	10% of employees trained	15%	20%	25%

education and training						
10. Medical withdrawal and academic petition education	4C	Completed milestones	150 medical withdrawals and academic petitions	160	175	190
11. Student Affairs On-boarding Program	4B, 4C	Completed milestones	0	50%	100%	100%
12. Student Affairs scholastic assessment	1B	Completed milestones	5% of Staff Participating	15%	20%	30%
13. Student Affairs communication assessment	4C	Completed milestones	0	75%	85%	95%
14. Student Affairs New Professional Institute	4B, 4C	Completed milestones	0% participating	0%	50%	100%
15. Student Affairs recruitment best practice	4A, 4B	Completed milestones	0% of departments participating	75%	85%	95%