

UNIVERSITY OF UTAH
STUDENT AFFAIRS



STUDENT AFFAIRS STRATEGIC PLAN

FALL 2018

STUDENT AFFAIRS OBJECTIVES

1. STUDENT ENGAGEMENT AND SUPPORT

2. STUDENT HEALTH AND WELLNESS

3. STRATEGIC ENROLLMENT MANAGEMENT

4. INCLUSIVITY AND EQUITY

5. FACILITIES AND RESOURCE MANAGEMENT

6. STAFF EXCELLENCE

STUDENT AFFAIRS STRATEGIC PLAN

VISION, MISSION, PURPOSE

VISION Prepare students for a meaningful and purposeful life through timely degree completion.

MISSION Create a campus where students find community, support, encouragement and purpose.

PURPOSE Provide accessible services and programs that promote student success, provide enriching experiences, facilitate the acquisition of life skills, foster a commitment to a socially just world and prepare students for a successful career, as an engaged and active community member.

STUDENT AFFAIRS: Achieve our vision, mission and purpose through best practices in six areas to promote student success: Engagement & Support, Health & Wellness, Strategic Enrollment Management, Inclusivity & Equity, Facilities & Resource Management and Staff Excellence.



STUDENT AFFAIRS STRATEGIC PLAN

1. STUDENT ENGAGEMENT AND SUPPORT

Student Affairs educates students through co-curricular programs and employment opportunities that support sense of connection and belonging to the University of Utah campus community. Students develop leadership and transferable skills necessary to become civically engaged, productive members of our society. Students feel valued and gain navigational strategies for their academic success when they consult with our team.

- A.** Build community through the promotion and maintenance of student rights and responsibilities, by holding students accountable to the expectations of behavior as stated in the Student Code and ensuring compliance with federal, state and University of Utah laws and policies.
- B.** Serve as the campus leader in offering programs and services to promote holistic safety and wellbeing of students, to prevent harassment and discrimination and protection of inclusive freedoms.
- C.** Build community through optimizing existing and creating new defined spaces that engage students in emotional, physical, social, and psychological development.
- D.** Meet the evolving needs of the full student, including their mind, body, spirit, identities and relationships throughout their academic career to promote timely degree completion, develop lifelong skills, and prepare them for their first destination.
- E.** Prepare students for professional and public roles as engaged citizens, community leaders and part of a productive workforce, by integrating a variety of deeply engaged learning experiences into their college education.
- F.** Encourage student self-efficacy and agency for the creation of opportunities and initiatives for students by students.

2. STUDENT HEALTH AND WELLNESS

Student Affairs provides education, prevention and intervention to support student health and wellness. We create environments that promote a healthy lifestyle, which is tied to success both in and beyond college. We cultivate an ethic of care and concern for each other.

- A.** Education: Promote the development of effective lifelong healthy behaviors through student education, outreach and programming.
- B.** Prevention: Provide empirically-based prevention strategies to mitigate impediments to student success (e.g., flu shots, bystander training, depression screening).
- C.** Intervention: Deliver coordinated, affordable and accessible student health and mental health intervention and referral services.
- D.** Space: Develop spaces for students which encourage physical activity, healthy behaviors, and accessible, coordinated wellness, health, mental health prevention and intervention services.

3. STRATEGIC ENROLLMENT MANAGEMENT

Within Student Affairs, strategic enrollment management principles are used to support optimum enrollments and promote student success to ensure institutional vitality and fulfill the University of Utah's mission.

- A.** Support the University of Utah Strategic Enrollment plan to support student recruitment, retention and timely degree completion.
- B.** Strengthen communication and collaboration using Strategic Enrollment Management principles and processes.
- C.** Develop a framework to support students throughout their life cycle.

4. INCLUSIVITY AND EQUITY

Student Affairs values an inclusive and equitable environment for students, staff and faculty. We strive to create this, through fostering a culture of inclusion, providing education and skills-based training and evaluating our success in these endeavors.

- A.** Provide educational opportunities for students to learn about inclusion, equity and social justice while recognizing the impact and intersectionality of their own identities and equipping students with the tools to navigate their environment.
- B.** Strengthen leadership, transparency and accountability for ensuring a welcoming, inclusive and professional culture within the Division of Student Affairs.
- C.** Lead, advocate, partner, and implement educational programs aimed at increasing inclusive practices on campus and validating students' lived experiences.

5. FACILITIES AND RESOURCE MANAGEMENT

Student Affairs strives to build, maintain, and repurpose buildings, equipment and space within the University to best fulfill the goals of each department and the Division's long range plan.

- A.** Design buildings for the University community that will be sustainable and will meet the needs for the shifting demographics of our student population into the future.
- B.** Maintain building infrastructure, furniture and equipment using measurable standards.
- C.** Expand or renovate existing spaces, based on current and future needs of Student Affairs.

6. STAFF EXCELLENCE

Student Affairs cultivates and maintains an exceptional team who provide key services and programs for students and the University of Utah community. Our staff demonstrate professional knowledge of national best practices, leadership, and an ethic of care for our community.

- A.** Establish and maintain best practices in the recruiting and hiring process.
- B.** Ensure timely and comprehensive on-boarding and that training programs are maintained.
- C.** Encourage and support staff professional development, conduct annual performance evaluations and promote best practices.
- D.** Foster formal and informal employee recognition, including regular review of salary equity.