

# University of Nebraska-Lincoln

## Division of Student Affairs

### Strategic Plan, 2008 - 2013

#### 2008 - 2009 Academic Year

## MISSION

The Division of Student Affairs creates a supportive environment for student learning and achievement by providing essential campus services, innovative programs, and state-of-the art facilities that complement the University's academic mission. We foster personal growth, skill development, and broad-based experiential learning in a diverse community which contributes significantly to students' overall success at the University of Nebraska-Lincoln and prepares them for life-long personal and professional enrichment.

## VISION

The UNL Division of Student Affairs aspires to be a national leader in serving both current and future generations of students through:

- collaboration with other university entities
- establishment of quality programs and services for students
- construction and maintenance of facilities that support and enhance the student learning experience
- utilization of state-of-the-art technology
- recruitment and retention of outstanding student affairs professionals

## CORE VALUES

The UNL Division of Student Affairs embraces the University of Nebraska-Lincoln Core Values of:

Learning that prepares students for lifetime success and leadership;  
Excellence pursued without compromise;  
Achievement supported by a climate that celebrates each person's success;  
Diversity of ideas and people;  
Engagement with academic, business, and civic communities throughout Nebraska and the world;

Research and creative activity that informs teaching, fosters discovery, and contributes to the economic prosperity and our quality of life;  
Stewardship of the human, financial, and physical resources committed to our care.

## University of Nebraska-Lincoln

### STRATEGIC INITIATIVES, GOALS and DEPARTMENT OBJECTIVES

#### STRATEGIC INITIATIVE 1

**Attract, retain and graduate a diverse student body prepared for life beyond the university.**

- Goal 1: Increase UNL's new undergraduate student enrollment by developing out-of-state markets and increasing our percentage of the college-going students from Nebraska
- 1.1 Increase out-of-state students (Admissions).
  - 1.2 Focus on Lincoln and Omaha (Admissions).
- Goal 2: Enroll first year and transfer undergraduate students who enhance the quality of our student body, increase student diversity, and bring unique talents and special abilities to the University.
- 2.1 Increase student diversity (Admissions).
  - 2.2 Increase honor's eligible students (Admissions).
  - 2.3 Expand and improve UNL International Student Recruitment Program (Admissions).
  - 2.4 Continue to attract outstanding students to the UNL Greek Community (Greek Affairs).
- Goal 3: Continue to improve access to the University for first generation Nebraska residents and Nebraska resident students from low-income families.
- 3.1 Continued development of Davis Chambers Scholarship Program (AVCSA).
  - 3.2 Implement new federal financial aid program – Teacher Education Assistance for College and Higher Education (T.E.A.C.H.) Grants (Office of Scholarships and Financial Aid).

- 3.3 Continue to develop and enhance University Foundation scholarship awarding process (Office of Scholarships and Financial Aid).
  - 3.3.1 Identify college to serve as pilot for business process that will allow colleges/departments to import scholarship recommendations to SIS+.
- 3.4 Provide sound fiscal management to insure UNL Housing costs remain among the lowest in the Regents Peer Group; maintain current high standard of goods and services (University Housing).

Goal 4: Provide attractive, functional and well-maintained facilities.

- 4.1 Complete the Mabel Lee Fields Project for student use by the start of fall 2008 classes (Campus Recreation).
- 4.2 Work with ASUN and a coalition of students to develop a referendum proposal to improve Campus Recreation and University Health Center facilities for the 2009 ASUN election ballot (Campus Recreation).
- 4.3 Foster safe and secure living units for Greek Students (Greek Affairs).
- 4.4 Oversee construction of the new Multicultural Center (NE Unions).
- 4.5 Oversee renovation of the new child care facility (NE Unions).
- 4.6 Create and maintain unique spaces that contribute to the social, education, recreational, and cultural needs of students (NE Unions).
- 4.7 Investigate a “conciierge” desk in the NE Unions designed to meet the informational/service needs of building customers (NE Unions).
- 4.8 Move forward with UHC facility plans for 2008/2009 (University Health Center).
- 4.9 Complete renovation of Abel Hall and new Welcome Center (University Housing).
- 4.10 Initiate construction of new residence at 17<sup>th</sup> and R St. and Abel/Sandoz Dining Center (University Housing).

Goal 5: Meet the unique needs of new and/or expanding student populations including, but not limited to, international students, transfer students, students of color and students primarily enrolled distance education programs.

- 5.1 International engagement programs (AVCSA).
- 5.2 Expand New Student Enrollment Services (Admissions).

- 5.3 Administer Student Voice Recreational Sports Survey and compare results of the data obtained from the 2006 survey (Campus Recreation).
- 5.4 Conduct research to increase staff awareness and effectiveness in assisting transfer and multicultural students to connect to their residential learning environments (University Housing).

Goal 6: Provide programs and services to students seeking career related experience.

- 6.1 Develop Student Affairs undergraduate fellowship program for students of color (AVCSA).

Goal 7: Assist underrepresented and underserved student populations identify and overcome barriers to academic and personal success.

- 7.1 Identify eligible participants and provide them with the college preparation necessary to navigate the collegiate environment successfully (TRIO).
- 7.2 Teach students the skills needed to transition from the secondary teacher-to-student relationship to the college professor-to-student relationship (TRIO).

## **STRATEGIC INITIATIVE 2**

### **Foster an engaging environment that enhances student learning and development.**

Goal 8: Facilitate, encourage, and teach the knowledge, skills and awareness necessary to successfully navigate in a multicultural world.

- 8.1 Enhance and encourage greater participation in Empowerment Forum (AVCSA).
- 8.2 Provide programs and information to help students articulate personal goals and take steps to initiate a job search in a global arena (Career Services).
- 8.3 Work with other departments/divisions to expand opportunities for SSS participants in study abroad programs (TRIO).
- 8.4 Coordinate with other UNL departments/divisions to work on broadening the meaning of diversity and diversity training (TRIO).

Goal 9: Foster a university-wide culture grounded in a multi-dimensional model of wellness: physical, environmental, occupational, spiritual, emotional, social and intellectual.

- 9.1 Pursue funding for implementation of university-wide wellness initiatives (Campus Recreation).
- 9.2 Enhance social networks that promote a sense of belonging, support, trust, safety, and expectations of reciprocity (Student Involvement).
- 9.3 Facilitate coalitions across campus and community sectors to reduce high-risk behaviors and promote personal responsibility (Student Involvement).

Goal 10: Provide students with programs and services that support successful ongoing integration into the university academic and social community.

- 10.1 Working together with faculty senate, continue to develop a three-part strategy to address the issue of academic integrity (Dean of Students).
  - 10.1.1 Educate new UNL community members regarding our academic standards.
  - 10.1.2 Provide support resources for faculty to aid them with handling academic integrity issues.
  - 10.1.3 Provide a consistent, effective remedial response when academic misconduct issues are encountered.
- 10.2 Help re-establish the ASUN Police Advisory Board (Dean of Students).
- 10.3 Create, maintain and promote a website featuring first-rate directional links, easy navigation, timely information, a thorough slate of information describing programs and services and excellent graphics/photos that promote a sense of community and shared interests (NE Unions).
- 10.4 Increase the availability of attractive student-centered social activities on the UNL campus (Student Involvement).
- 10.5 Develop a co-curricular framework designed to guide program development and implementation for undergraduate student engagement based on differing levels of student development (Student Involvement).
- 10.6 Provide SSS courses that meet the needs and learning styles of eligible students in order to enhance the likelihood of success (TRIO).
- 10.7 Maintain and enhance Housing/Academic Affairs sponsorship of residential learning communities and Honors Programs (University Housing).

Goal 11: Provide students with the skills and experiences necessary to transition into successful civically engaged and productive leaders of society.

- 11.1 Develop and measure a minimum of two outcomes to assess student participant or student employee learning for each Campus Recreation unit (Campus Recreation).
- 11.2 Conduct targeted presentations that address learning and development outcome domains of self-appraisal, career choices, and personal and educational goals (Career Services).
- 11.3 Continue to provide timely, effective, high quality services to students, faculty members and other stakeholders (Dean of Students).
  - 11.3.1 Identify resources to assist with providing additional office/clerical support.
  - 11.3.2 Identify resources to train and develop a coterie of judicial hearing officers or,
  - 11.3.3 Identify resources to increase professional staffing in the Dean of Students Office.
  - 11.3.4 Engage the campus in the process needed to revise the Student Code of Conduct.

### **STRATEGIC INITIATIVE 3**

#### **Participate in the university's mission of teaching, research and service.**

- Goal 12: Collaborate with the academic community to develop a seamless curriculum integrating classroom learning with opportunities for application.
- 12.1 Explore opportunities to afford SA Graduate Student assistantships outside of Student Affairs (AVCSA).
  - 12.2 Collaborate with faculty regarding integration of academic studies with work experiences (Career Services).
  - 12.3 Working together with CAPS, develop a training program designed to assist UNL community members to identify and help students who are experiencing personal difficulties (Dean of Students).
  - 12.4 Enhance the efficacy of services for students with disabilities by seeking feedback from faculty and student and by conducting on-going evaluations of individual accommodation procedures (Services for Students with Disabilities).
  - 12.5 Collaborate with academic units, the Office of Undergraduate Studies and University Housing living and learning communities to offer outside the classroom activities supporting the curricular goals of the community (Student Involvement).

Goal 13: Enhance partnership with Educational Administration to attract, retain and graduate outstanding students who desire to become student affairs' professionals.

13.1 Explore opportunities to afford SA Graduate Student assistantships outside of Student Affairs (AVCSA).

Goal 14: Increase Student Affairs' involvement in relevant existing and future University initiatives.

14.1 Be involved in the Master Planning discussions for Innovation Park (Campus Recreation).

Goal 15: Provide information and services to external audiences including, but not limited to, UNL alumni, parents of students currently enrolled at UNL and society at large.

15.1 Enhance customer service and continuous improvement by using feedback from employers on measures of service for career fairs, campus interviews, and Husker Hire Link (Career Services).

15.2 Provide information about Services for Students with Disabilities and conduct training for high schools, parents, state agencies and other post-secondary institutions (Services for Students with Disabilities).

Goal 16: Seek opportunities for student affairs professionals to participate in and be recognized for their scholarly activities in teaching and research.

16.1 Encourage and support SA graduate students to participate and consider submitting proposals for regional and national case study competitions (AVCSA).

#### **STRATEGIC INITIATIVE 4**

**Conscientiously manage the human, financial, and physical resources committed to our care.**

Goal 17: Develop a collegial environment that attracts exceptional employees, values holistic wellness, affords personal and professional growth opportunities, and ensures retention of an excellent workforce.

17.1 Negotiate a professional development plan for each regular staff member based on performance expectations, individual strengths and personal interests (NE Unions).

- 17.2 Develop a collegial environment (University Health Center).
  - 17.2.1 Have department heads read and discuss *Hardwiring Excellence*.
  - 17.2.2 Have providers read, discuss and implement *Practicing Excellence*.

Goal 18: Develop effective policies and high-quality programs based on research-based practices and institutional, as well as internal assessment data.

- 18.1 Working together with the NU Directions Coalition, continue to aggressively and proactively work to reduce incidents of illegal alcohol consumption and alcohol abuse (Dean of Students).
- 18.2 Working together with University Housing, continue to identify problematic areas of residential life and effective solutions to those concerns (Dean of Students).
- 18.3 Get the regional legal issues conference successfully launched (Dean of Students).
- 18.4 Evaluate organizational goals using assessment methods driven by scientific empirical data (Greek Affairs).
- 18.5 Develop and implement at least one assessment plan for each of the department's program areas (Student Involvement).
- 18.6 Develop effective policies and high-quality programs (University Health Center).
  - 18.6.1 Expand use of clinical guidelines in Quality Improvement.
  - 18.6.2 Consolidate Risk Management reporting and tracking.

Goal 19: Develop and maintain technological systems and services that reflect the best practices of student services and meet the needs of UNL students, faculty and staff.

- 19.1 Contribute to the process for acquiring and successfully implementing the new Student Information System (Registration and Records and Office of Scholarships and Financial Aid).
- 19.2 Continue to investigate ways to apply technology to provide a more efficient and effective method of communication/business with Greek Students (Greek Affairs).
- 19.3 Develop and maintain a website that provides information about SSD services to students, parents, faculty and staff (Services for Students with Disabilities).
- 19.4 Develop and maintain technological systems (University Health Center).
  - 19.4.1 Expand use of EMR and MIS.

19.5 Complete wireless installation in all residences (University Housing).

Goal 20: Seek and maintain the resources needed to aggressively pursue excellence.

20.1 Conduct an annual review of accommodation services and seek appropriate resources and physical space to meet the increased and diverse needs of students with disabilities (Services for Students with Disabilities).