

Student Affairs Strategic Plan 2021-2024

Strategic Goal #1: Strengthen collaborative relationships among campus and community partners.			
	Who	When	Metric
Objective #1: Develop weekly communication to Faculty that focuses on student updates, important transition issues, and related programming reminders.	Senior Team	Spring 2021	Schedule of Communications
Objective #2: Increase collaboration with Math and Writing Center with the goal of creating richer academic support plans for students.	CAPP	Fall 2021	2 collaborations/semester
Action Step A: Propose fusion of writing/math centers with CAPP to new Provost	CP	Fall 2023	Proposal Document
Objective #3: Create a more robust relationship with community partners to provide wellness education resources and programs.	VP/SMBH	Fall 2021	
Action Step A: Facilitate a Request for Proposal for a new hospital contract to provide a full-service medical clinic, athletic training services, and academic partnerships.	VP/SMBH	Winter 2022	RFP Process
Objective #4: Cultivate a wider set of community-based referral options for Mental Health	SMBH	Summer 2022	Database of providers
Objective #5: Lead the development of DEI collaborations with educational community partners (DPS61 and RCC).	CL	Fall 2022	Semesterly collaborative programs
Action Step A: Develop and implement a Decatur DEI Partnership of educational partners in the community.	CL (AD)	Spring 2022	monthly meetings
Objective #6: Increase local employer relations, focusing on a higher number of on-campus interview and networking opportunities for upper-division students.			25% increase in employers at Career Fairs, additional 10 employers facilitating interviews on campus.
Action Step A: Collaborate with Alumni Association to develop a database of current alumni in recruiting, talent acquisition, and HR roles.	CAPP (SS)	Fall 2022	
Action Step A: Collaborate with Alumni Association to develop a database of current alumni in recruiting, talent acquisition, and HR roles.	CAPP (CP)	Fall 2021	Database creation
Action Step B: Encourage members of the Board of Trustees to leverage business connections to enhance employer relations on campus, as well as graduate school connections.			Board professional network survey
Action Step B: Encourage members of the Board of Trustees to leverage business connections to enhance employer relations on campus, as well as graduate school connections.	VP/CAPP	Fall 2022	
Objective #7: Focus on relationship with Aramark Dining Services with the goal of increasing communication and service to students related to meal plans and dining options.	CL (ND)	Spring 2022	Increase in satisfaction with dining on the RSS
Action Step A: Facilitate at least one student forum per year focused on dining services	CL (PL)	Fall 2021	Forum completion
Action Step B: Revitalize the Student Dining Advisory Committee under the leadership of Student Senate.	CL (PL)	Fall 2021	At least one advisory board meeting per semester
Objective #8: Collaborate with Student Financial Services (SFS) to identify and implement additional strategies focused on connecting students to financial literacy and related resources			Reduction in number of students on the holds/disenroll listing by 25%
Action Step A: Facilitate at least one student forum per year focused on Student Financial Services/Financial Aid	Senior Team	Fall 2022	
Action Step A: Facilitate at least one student forum per year focused on Student Financial Services/Financial Aid	CL (PL)	Spring 2021	Forum completion
Action Step B: Better position SFS at summer orientation, NSWV, and Nuts & Bolts in order to better assist low-income and first generation students in understanding requirements and creating relationships with their SFS representative.	VP	Summer 2021	SFS participation at programs listed
Objective #9: Establish grant funding opportunities	All Offices	Summer 2022	Each office submit a regional or national grant proposal

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Strategic Goal #2: Link performance learning and student success to academic strengths, professional interests, and engagement on campus.			
	Who	When	Metric
Objective #1: Increase the focus on Performance Learning within the para-professional recruitment and training programs.	Senior Team		Moodle Shell or other clearinghouse of information
Action Step A: Offer credit-based internships as well as compensated roles.	Senior Team	Fall 2023	New position description brochure about opportunities
Action Step B: Leverage and re-imagine current para-pro wages budget and how we create equity in compensation across all roles.	Senior Team	Fall 2021	Re-allocate dollars to respective offices, adjust as necessary
Action Step C: Create and launch a mental health para-professional position to support prevention and outreach activities related to student wellness	SMBH	Create 12-21/Launch 8-22	Program development and launch evidence
Action Step D: Develop Para-Professional Leadership Development course as a requirement to the selection process, and part of Oberhelman Leadership Scholars program.	VP/Dean	Fall 2024	COC Approval and supporting materials
Objective #2: Better brand and message the Strengths-Based Campus Initiative, Co-Curricular Performance Learning opportunities, and campus engagement within Student Affairs marketing.	CL/CAPP		Evidence of common language and materials
Action Step A: Create Student Affairs social media influencers.	CL	Summer 2022	Internship Development and Hire
Action Step B: Create a Performance Learning page within Student Affairs website.	Senior Team	Fall 2023	Evidence on MU Web
Action Step C: Create a "Performance Learning in the Co-Curricular" video.	Senior Team	Summer 2022	Evidence on MU Web
Action Step D: Deliver monthly Student Affairs Video Series, highlighting various SA staff and important topics.	Senior Team	Fall 2021	Video bank
Objective #3: Better infuse personal strengths coaching into professional preparation services such as resume & cover letter assistance, and mock interviews.	CAPP	Fall 2021	Strengths materials related to career posted on web

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Strategic Goal #3: Engaging and supporting evidence-based practices with students and the greater campus community.			
	Who	When	Metric
Objective #1: Collaborate with Public Safety on trauma-informed practices training with the goal of improving community policing model and relationship with at-risk students.	SMBH-CAPP	Ongoing, beginning Summer 2021	Semesterly workshop participation
Objective #2: Deliver trauma-informed practices and student trends/new research programming to all University staff	VP	Fall 2022	Development of a Staff Workshop Day
Objective #3: Implementation of thorough training in the Strengths-Based Campus Initiative.	Senior Team	Fall 2021	Development and delivery of various components
Action Step A: Continue Strengthsfinder implementation in the IN140 course through syllabus development and new faculty training.	CL (AD)	Fall 2021	IN-140 workshop and support materials. Evidence that all first year students completed the assessment.
Action Step B: Facilitate Strengths presentations to the four colleges to increase faculty awareness of model and its uses across the curriculum.	CL/CAPP	Spring 2022	Workshop delivery to colleges
Action Step C: Develop robust student training for Strengthfinder, both for individuals and organizations.	CL (AD & PL)	Fall 2022	Moodle shell, video series, and web content
Objective #4: Track, assess, and utilize more intentionally the Restorative Justice Model within the student conduct process.	CL (ND)	Fall 2023	Monthly assessment with focus on learning outcomes of conduct process Pre and post meetings with select individuals in conduct (random sampling)
Objective #5: Better educate students and employees on the American Disabilities Act and the accommodations process to increase awareness and connect with students who are in need of related support.	CAPP/CL	Spring 2023	
Action Step A: Streamline all accommodations processes	CAPP	Fall 2023	Online accommodations inquiry/application/requests for dining, housing, and academic needs- all routed through CAPP

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Strategic Goal #4: Encourage and reinforce inclusive action and belonging in the campus community.			
	Who	When	Metric
Objective #1: Elevate student voice on campus.	Dean/VP	Fall 2022	Increase in student satisfaction re: engagement on campus (how-what instrument?)
Action Step A: Launch Board of Trustees Committee on Student Affairs with robust student representation.	VP	Spring 2021	Meeting completion and student representatives selected
Action Step B: Increase awareness of the President's Commission for Inclusive Excellence.	All SA	Fall 2021	Inclusion of PCIE in DEI programming announcements
Action Step C: Develop and execute monthly Student Forums designed as improving opportunities for students to share input and use their voice.	Dean	Spring 2021	Completed forums
Objective #2: Create monthly/yearly calendar of Student Affairs staff attendance opportunities of campus-wide events, resulting in increased staff presence and visibility.	VP/Dean	Fall 2021	Populated calendars and expectaton document
Objective #3: Enhance student programming related to the three prepares (professional success, democratic citizenship, personal life of meaning and value).	CL/CAPP	Ongoing	Calendar of Events with categories reflected
Action Step A: Lead and execute robust campus-wide Cultural Heritage Month Celebrations in partnership with a wide array of campus departments, student organizations, and community groups.	CL (TH & AD)	Ongoing	Programming calendars with representaiton from named constituents
Action Step B: Adopt a Cultural Events Credit, with support of the Council of Curriculum, to compel students to attend a wide array of campus events to support the three prepares.	VP	Fall 2021	COC Proposal and Approval
Action Step C: Develop and launch a Professional Preparation series of programs.	CAPP	Spring 2022	
Objective #4: Develop and open a safe space on campus where under-represented students can gather and engage.	CL (AD)	Fall 2021	Facilitate Grand Opening of Space, daily utilization matches or exceeds UC224
Objective #5: Brand the 3rd floor of the University Commons for Student Affairs, creating a destination for support and resources for all students.	VP/Dean	Fall 2022	Visible wayfinding and signage

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Strategic Goal #5: Innovate to maintain the co-curricular student experience during and after the pandemic.			
	Who	When	Metric
Objective #1: Execute and modify as needed, a student facing Campus Safety COVID-19 Plan designed with the goals of safety, mitigation, and continuation of the Millikin experience as leading priorities.	Dean/VP	Ongoing	Plan documents
Objective #2: Execute a robust and conservative contact tracing program to include reporting, tracking, notification, testing, quarantine, and isolation components.	Dean/VP	Ongoing	CT documents and tracking, hiring of additional CTs
Objective #3: Continue modified engagement opportunities to include passive, virtual, hybrid, and in-person models.	CL	Fall 2021	Balanced calendar of weekly programming
Objective #4: Modify professional and para-professional staff roles and responsibilities to support COVID19 protocols and student needs.	Dean/VP	Summer 2021	Revised position descriptions
Objective #5: Increase critical support services for the student body designed to remove barriers to persistence in the challenging pandemic climate.	VP		Cabinet Approval
Action Step A: Increase Mental Health staffing	VP/SMBH	Fall 2021	New position approved to support BIPOC students
Action Step B: Increase Academic Support Services staffing	VP/CAPP	Fall 2022	Position restored to CAPP, focus on ADA services
Action Step C: Increase resources for financial barriers, food insecurity and technology needs.	Senior Team	Fall 2022	Increase in endowed funds for