



2020 Strategic Plan

Division of Student Affairs



Division of Student Affairs 2020 Strategic Plan
RIISING TO THE CHALLENGE



Division of Student Affairs

2020 Strategic Plan

Missouri S&T Mission

Missouri S&T integrates education, research and application to create and convey knowledge that serves our state and helps solve the world's great challenges.

Missouri S&T Themes

1. Develop and inspire creative thinkers and leaders for lifelong success
2. Enhance reputation and raise visibility
3. Achieve sustainable growth to ensure best return on investment
4. Increase and facilitate meaningful access to and interaction with renowned faculty, staff and services.

Missouri S&T Strategy Statement

Missouri S&T will provide by 2020 a top return on investment among public research universities to students, employers, research partners and donors through extraordinary access to renowned expertise, services and experiential learning opportunities.

Student Affairs Mission

Student Affairs provides innovative services and experiential learning opportunities to promote personal and professional development, lifetime engagement and success.

Student Affairs Themes

1. Sustain a safe and healthy campus community of engaged students
2. Develop career ready graduates for successful futures
3. Promote inclusive environments and lifelong engagement
4. Deliver value through customer focused services and facilities

Missouri S&T Values

Lifelong Success

We add exceptional value. The rewards of the Missouri S&T experience extend far beyond a college education, valued degree or gratifying career.

Creativity

We are innovators. Building a better world demands a creative spark, innovative and entrepreneurial approaches, and curiosity to discover and explore new solutions to the world's great challenges.

Integrity

We hold ourselves accountable for our actions. We strive to uphold the highest ethical standards, to conduct ourselves with trustworthiness and respect for all of humanity, and to instill in our campus community these same principles.

Sustainability

We live by example. As stewards of the public goodwill, the financial resources entrusted to us, and the environment, we emphasize resilient and sustainable practices in all our endeavors.

Partnerships

We are great partners. We focus on adding value and creating mutually beneficial partnerships.

Inclusion

We are an inclusive, welcoming community. We seek to build a creative learning environment marked by openness, understanding and valuing all people and perspectives.

Student Affairs Department Missions



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Sustain a safe and healthy campus community of engaged students.

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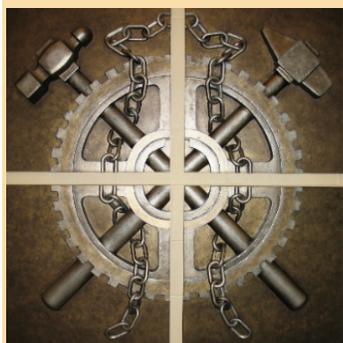
Develop career ready graduates for successful futures

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Promote inclusive environments and lifelong engagement.

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Deliver value through customer focused services and facilities.



Athletics & Recreation

Assists in the personal and professional development of students. Advancing essential life skills such as leadership, cooperation, and teamwork is the cornerstone of Miner Athletics.

Career Opportunities & Employer Relations

Provides excellent service supporting the success of students, alumni, employers, and campus.

Counseling, Disability Support, & Student Wellness

Promotes self-awareness and skill development to support individual success and well-being.

Leach Theatre

Increases awareness of the arts and enriches the lives of our students and patrons by exposing them to diverse programming.

Leadership & Cultural Programs

Enhances students' educational experience by assisting them in developing skills to serve as effective leaders in a global community.

Residential Life

Creates educational community environments that emphasize academic success, learning, professional development and personal growth.

Services & Operations

Provides facilities, programs and services that promote learning and life skill development.

Student Health Services

Delivers quality medical services and programs designed to meet and exceed the needs of students. By addressing medical needs and health concerns, we contribute to lifelong success of students and the campus.

Student Life

Enriches the student experience and promotes lifelong learning by fostering an inclusive community that empowers students to lead and serve through meaningful involvement.

Testing Center

Provides a secure atmosphere for testing and assessment services to facilitate educational and professional goals of students.

STUDENT AFFAIRS MISSION

Providing innovative services and experiential learning opportunities to promote personal and professional development, lifetime engagement and success

Executive Summary



The Division of Student Affairs plays a critical role in contributing to Missouri S&T's Strategy for Success. At the forefront of the Student Affairs 2020 Strategic Plan is a dedication to provide an extraordinary educational experience that prepares students to meet the challenges facing our world. In doing so, Student Affairs delivers a top return on investment to our key customers. We work collaboratively to fulfill Missouri S&T's vision through this dynamic plan which articulates an integrated vision for our units and their operations. This plan is the result of critical examination of our practices with significant research, planning, alignment, and thoughtful dialogue to sharpen our focus. Contributors include representatives from departments across the Division of Student Affairs.

Our commitment to student success is fulfilled by contributing to a healthy campus environment that builds a strong sense of belonging and provides powerful experiential learning opportunities, innovative and responsive facilities and services, and a community of diverse individuals, ideas and experiences.

This plan expands on the Division's vision and mission by intentionally integrating the concepts of experiential learning, engagement, community development, and preparation for lifelong learning and success. Through development of collaborative campus and external partnerships, the Division's goals can be supported and evolving needs of a diverse student body can be met effectively. Our plan focuses on four key themes that align and directly contribute to the campus strategic initiatives.

- Sustain a safe and healthy campus community of engaged students
- Develop career ready graduates for successful futures
- Promote inclusive environments and lifelong engagement
- Deliver value through customer focused services and facilities

Our plan integrates innovation within daily practices to build upon our culture of assessment and continuous improvement. Through the use of evaluation data and customer feedback, the Division works to align short-term needs and long term goals so that every initiative and resource allocation builds toward the future. The link between these processes and the Division's strategic planning are reflected in the Division's mission.

Student Affairs will continue to rise to the challenge in demonstrating our distinct value and lead campus efforts toward achievement of the following three Missouri S&T Strategy for Success levers as we become a first-choice institution for students and provide a top return on investment.

Student Affairs Levers

Lever 1.1: Require all undergraduate students to participate in some significant experiential activity before graduation

Lever 1.2: Foster innovation and creativity for faculty, staff and students

Lever 1.3: Establish a database of measures to define student access to faculty and staff

Lever 1.4: Create professional and leadership development opportunities for faculty, staff, alumni and students

Lever 3.3: Improve facilities to enhance research and student learning, and expand experiential training

Lever 3.4: Promote inclusion and increase diversity of faculty, staff, and students to remain relevant and competitive in a global environment

Lever 3.5: Create and implement a plan for student and alumni lifetime engagement strategy

Lever 3.8: Exercise leadership in sustainability on campus and in the community by modeling sustainability practices in daily operations and practicing environmental stewardship

Lever 4.5: Engage in transformative doctoral student recruiting/retention and placement



Student Affairs Themes

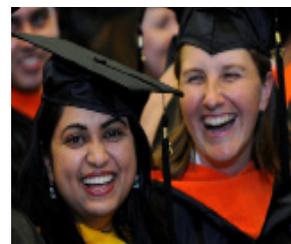
Theme 1: Sustain a safe and healthy campus community of engaged students

The Division of Student Affairs is committed to cultivating a safe, vibrant and healthy campus community that unites students, faculty, staff, alumni and friends of the university in support of the educational goals of Missouri S&T. We support integration of a comprehensive wellness model through extraordinary services and resources that empower students to make healthy decisions and position them for academic and lifelong success.



Theme 2: Develop career ready graduates for successful futures

Student Affairs creates cross-disciplinary partnerships to promote personal and professional development. Through integration of academic and co-curricular experiences, we support exploration of career options and skill building opportunities to maximize post-graduation success within a global society.



Theme 3: Promote inclusive environments and lifelong engagement

Student Affairs fosters community and lifetime commitment through unique learning and social experiences driven by our mission, strategic objectives, and customer voice. We cultivate a supportive environment that promotes student engagement within a diverse society and prepares students for the global workforce. As a community, we value lifelong success, creativity, integrity, sustainability, partnerships and inclusion.



Theme 4: Deliver value through customer focused services and facilities

The Division of Student Affairs is dedicated to providing exceptional customer service. Each department is committed to continual improvement based on the feedback of those we serve. We strive to provide an infrastructure of innovative technology, well trained staff and effective facilities to enhance the student experience and meet the growing needs of a diverse population.



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Theme 1

Sustain a safe and healthy campus community of engaged students



Deliver exemplary health care services consistent with student needs

[Aligned with S&T Strategy for Success Lever 1.2, 1.4]

- Promote a multi-dimensional model of wellness that incorporates a whole-person concept and encourages lifelong health
- Deliver health related support services to foster wellbeing and continual growth for undergraduate and graduate students

Create a thriving campus environment by promoting awareness and sensitivity to mental health and disability related issues [Aligned with S&T Strategy for Success Lever 1.2]

- Provide information and training resources to the campus community
- Expand mental health programming

Promote healthy, active lifestyles to cultivate safe living and learning environments

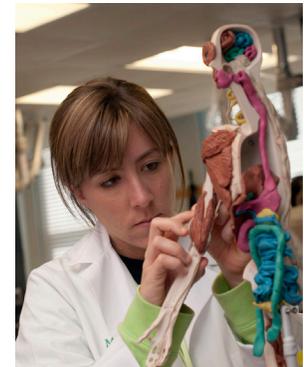
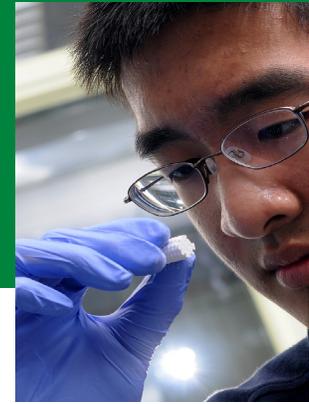
[Aligned with S&T Strategy for Success Lever 1.2, 3.3, 3.8]

- Model sustainable practices to promote environmentally responsive residential living communities
- Expand bystander intervention training
- Provide programs and services that strengthen community in support of healthy lifestyles

Promote a culture of quality assurance

[Aligned with S&T Strategy for Success Lever 1.2, 3.5, 3.8]

- Ensure compliance and risk management support for recognized student organizations
- Promote early intervention engagement strategies for at-risk students
- Support quality improvement and performance management practices



THEME 1

Sustain a safe and healthy campus community of engaged students

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Theme 2

Develop career ready graduates for successful futures



THEME 2

Develop career ready graduates for successful futures

Student Affairs creates cross-disciplinary partnerships to promote personal and professional development. Through integration of academic and co-curricular experiences, we support exploration of career options and skill building opportunities to maximize post-graduation success within a global society.

Promote career development from the point of entry through graduation [Aligned with S&T Strategy for Success Lever 1.1, 1.2, 1.4, 4.5]

- Integrate COER's Professional Development Plan throughout the student experience
- Develop and implement a plan for a comprehensive graduate student division of Career Opportunities and Employer Relations
- Provide services addressing personal and professional development
- Expand hosting of employer events

Enhance experiential learning opportunities focused on personal and professional development [Aligned with S&T Strategy for Success Lever 1.1, 1.2, 1.4]

- Offer a diverse blend of learning opportunities for undergraduate and graduate students
- Expand Co-op, Internship and Externship programs
- Establish experiential opportunities through peer advising and mentoring

Provide leadership development experiences that foster lifetime engagement [Aligned with S&T Strategy for Success Lever 1.1, 1.2, 1.4, 3.5]

- Create a student leadership development plan
- Expand student leadership development experiences
- Create an interdisciplinary student leader certificate program

Improve tracking of employment data and related feedback to enhance lifelong career development [Aligned with S&T Strategy for Success Lever 1.1, 1.2, 1.4, 3.5]

- Utilize NACE standards for data collection practices
- Integrate student and employer feedback in planning and process improvement



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Theme 3

Promote inclusive environments and lifelong engagement



THEME 3

Promote inclusive environments and lifelong engagement

Student Affairs fosters community and lifetime commitment through unique learning and social experiences driven by our mission, strategic objectives, and customer voice.

We cultivate a supportive environment that promotes student engagement within a diverse society and prepares students for the global workforce.

As a community, we value lifelong success, creativity, integrity, sustainability, partnerships and inclusion.

Engage students in experiential service learning opportunities to foster community development and lifetime engagement [Aligned with S&T Strategy for Success Lever 1.1, 1.2, 3.5]

- Expand Miner Challenge experiential learning opportunities
- Develop an innovative Opening Week non-credit service experience

Strengthen residential living communities to develop lifelong leaders [Aligned with S&T Strategy for Success Lever 1.1, 1.2, 3.5]

- Establish Greek Academy as a tiered professional development program
- Develop a Residential Second Year Experience (RSYE)

Enhance student, employer and alumni relationships to promote lifetime engagement [Aligned with S&T Strategy for Success Lever 3.2, 3.5]

- Connect Corporate Development Council (CDC) members with student professional development activities
- Promote Miner for Life strategies with student-athletes to encourage lifetime commitment
- Enhance COER alumni services to promote lifelong professional success
- Enrich engagement through Employer Seminar Series, Externship program and Career Advisory Council

Support the university's commitment to cultural competence and an inclusive living-learning environment [Aligned with S&T Strategy for Success Lever 3.4]

- Enhance co-curricular programs to develop cultural competence
- Strengthen strategic partnerships to maintain Title IX compliance
- Enhance the campus commitment to diversity through recruitment of student-athletes



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Theme 4

Deliver value through customer focused services and facilities



Align Division staffing structures with mission and strategic priorities

[Aligned with S&T Strategy for Success Lever 2.7]

- Formalize strategic planning and assessment processes
- Provide professional development and training opportunities for staff

Leverage operational enhancements to deliver excellence in customer service

[Aligned with S&T Strategy for Success Lever 3.8]

- Utilize technology to enhance customer service delivery
- Collaborate to maximize human and financial resources

Provide innovative student support facilities to meet customer needs

[Aligned with S&T Strategy for Success Lever 3.3]

- Acquire residential facilities through construction, lease or purchase
- Enhance athletic and recreational facilities to meet customer needs
- Continue expansion of the Testing Center facilities

Enhance Student Affairs reputation and raise visibility

[Aligned with S&T Strategy for Success Lever 2.4]

- Encourage staff participation in professional organizations
- Enhance communication strategies to convey value and return on investment through student success

THEME 4

Deliver value through customer focused services and facilities

The Division of Student Affairs is dedicated to providing exceptional customer service. Each department is committed to continual improvement based on the feedback of those we serve. We strive to provide an infrastructure of innovative technology, well trained staff and effective facilities to enhance the student experience and meet the growing needs of a diverse population.



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