Strategic Plan #1

► **Outcome:** DSA will work to engage all students in programs, services, and activities that help students build connections and enhance community

► **Objectives:**

  ► (1a) Revise orientation, summer modules, and first six weeks to enhance retention

  ► (1b) improve learning experiences through co-curricular opportunities that help achieve learner outcomes for all participants. Specifically, student employment

  ► (1c) Remove barriers to programs and services for low-income students that inhibit participation; fees, hours, and frequency

► **How We Measure:**

  ► (1a) Measure first six-week retention, attendance at programs, participation in student modules, and overall student satisfaction

  ► (1bc) Completion

► **DSA Responsible Unit:**

  ► (1a) First Year Experience, Parents and Supporter

  ► (1bc) DSA Marketing Committee

Strategic Plan #2

- **<u>Outcome:</u>** DSA will improve student and family's ability to navigate campus culture and resources

- **<u>Objectives:</u>**
  - (2a) Create a comprehensive communication strategy for students and parents
  - (2b) Consolidate Division of Student Affairs Communications and Marketing.

- **<u>How We Measure:</u>**
  - (2a) Conduct student and parent surveys to determine awareness of resources (i.e. DSA newsletters)
  - (2b) Develop a complete annual inventory of methods used for communication

- **<u>DSA Responsible Unit:</u>**
  - (2a) Student Employment Dream Team
  - (2b) DSA Marketing Committee

Strategic Plan #3

► ## Outcome: Elevate student health and well-being focus within DSA

► ## Objectives:

▶ (3a) Hire AVP for student affairs well-being & inclusion

▶ (3b) Increase student participation in the ACHA survey

▶ (3c) Well-Being Collective will develop and advance a strategic plan for student well-being

► ## How We Measure:

▶ (3a) Position Filled AVP

▶ (3b) Share NCHA summary with GV partners

▶ (3c) Strategic Plan for Student Health & Wellbeing
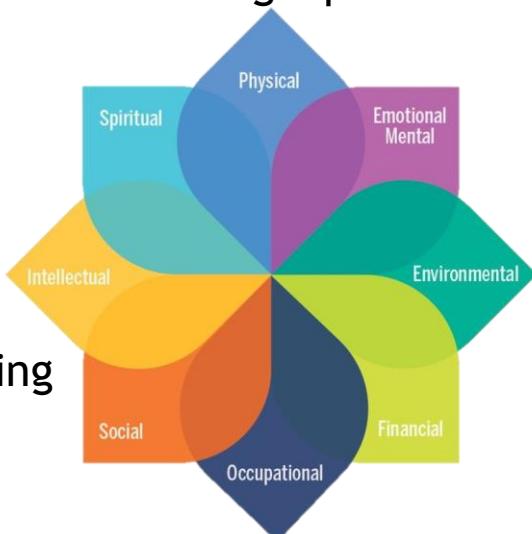
► ## DSA Responsible Unit:

▶ (3a) VPSA and Search Committee

▶ (3bc) AVP for student well-being & inclusion & Well-being collective

Strategic Plan #4

▶ **Outcome:** DSA will integrate the DEI-AB Framework of equity and social justice into its daily efforts

▶ **Objectives:**

  ▶ (4a) Build cultural competency into job descriptions of all DSA employees

  ▶ (4b) Every employee will have a personal professional development goal around Diversity, Equity, Inclusion, Accessibility, and Belonging

  ▶ (4c) Increase employees of color within the Division of Student Affairs

▶ **How We Measure:**

  ▶ (4a) DSA Report on DEI-AB progress by unit

  ▶ (4b) DSA DEIB Committee will collect division progress quarterly through surveys and department reports

  ▶ (4c) HR, OIA, I&E

▶ **DSA Responsible Unit:**

  ▶ (4a) Hiring Manager of each search process in consultation with Inclusion Advocate DSA DEI committee to help develop the statement and share

  ▶ (4b) Appoint offices

  ▶ (4c) VPSA