

**Millikin University  
Student Development  
Strategic Plan 2015-2019**

**Vision:** To be the driving force in fostering an inclusive campus community that develops active and engaged life-long learners.

**Mission:** Student Development enhances the mission of Millikin University by:

- Instilling the importance of institutional values
- Challenging and supporting students to meet and exceed their expectations
- Delivering quality programs and services that connect theory to practice
- Cultivating Performance Learning opportunities in the co-curricular experience

**Values:**

- Student Learning
- Integrity
- Community
- Inclusion

**Learning Outcomes:**

- Engage in critical thinking to consider new and different perspectives
- Develop self-awareness through reflection, assessment, and discovery
- Increase understanding and appreciation of differences through practiced inclusion
- Enhance personal and professional development through holistic development opportunities

The Department of Student Development plays an integral role in reinforcing the core values and prepares of the University. The Department's Strategic Plan emphasizes student learning as the primary outcome of our work. It also stresses the importance of assessment and planning being conducted simultaneously. The necessity of continuing and strengthening our partnerships with faculty, academic and administrative departments, and students is of critical importance in realizing our strategic plan.

The Student Development Strategic Plan sets forth five thrusts that advance our work. These thrusts are:

- I. Supporting the Academic Identity of the Student
- II. Creating an Inclusive Campus Community
- III. Providing Intrusive Mentoring and Advising
- IV. Employing Data-Driven Decision Making
- V. Creating a Professional Presence

Each of the thrusts is supported by specific objectives that will assist in realizing the overarching thrust. Several action steps further define the direction for each objective and assist in the assessment of the thrust. Finally, action steps are assigned to specific office areas within Student Development and assigned a suggested year of completion within the plan scope (see Strategic Goals Spreadsheet).

### **Strategic Goal I: Supporting the Academic Identity of the Student**

#### **Objective 1: Increase academic recognition programs**

1. Work with the athletics department to increase academic recognition of student-athletes to include distribution of athletic honor cords and awards at annual Leadership Awards Ceremony.
2. Support high-achieving academic students, or students who have improved greatly, in Student Development Honors Convocation awards.
3. Create academic recognition programs for each office within Student Development
4. Add an academic spotlight article to the Family Matters Newsletter
5. Re-brand Leadership Awards to be the Student Development Leadership and Scholarship Awards.

#### **Objective 2: Develop additional, and continue to strengthen existing, programs that focus on student persistence**

1. Develop a Career Development Plan Form for all new student advising folders, to be used at O&R and during First Week and beyond.
2. Develop Sophomore Year Retention Initiatives to include specific programming in the fall semester of the sophomore year.
3. Develop an academic peer mentor program, housed in the Office of Student Success that focuses on advising and academic excellence on a peer to peer level.
4. Combine the career fair and graduates fair, further tying together academic discipline and career outcomes.

5. Identify long-term plan for Edge program, focusing on a multi-disciplinary approach that is unique to the components of First Week.
6. Continue First Week partnerships with Academic Affairs, creating enhanced academic components that enhance student preparedness.

### **Objective 3: Focus on Performance Learning within Student Development**

1. Craft and train staff to deliver an elevator pitch for Performance Learning within Student Development.
2. Identify and document Performance Learning Activities within Student Development.
3. Revisit 4-year Leadership Plan and craft a revised document to include specific learning outcomes and performance learning programs targeted at each student year
4. Design student employment opportunities with Performance Learning in mind- going beyond the "work-study" position and bridging with real world experiences.

### **Strategic Goal II: Creating an Inclusive Campus Community**

#### **Objective 1: Intentionally connect students of all backgrounds to the co-curricular experience.**

1. Recruit student of all types to positional leadership roles, creating a quantitative goal for each recruitment pool which is representative of the student population at-large.
2. Pursue proposals that support the sustainability of the Long-Vanderburg study abroad travel grants.
3. Conduct research of community colleges, HBCUs, and other under-serving institutions; glean programmatic and procedural improvements to be made at Millikin.
4. Provide leadership in the direction of the new Student Center, specifically ensuring spaces welcome students of all backgrounds.

#### **Objective 2: Create and implement an inclusive campus calendar that includes a stronger connection with Academic Affairs across all months of the academic year.**

1. Ensure cultural programming exists beyond celebration month events.
2. Expand the focus on inclusion during the First Week Program, beyond the Unity Performance.
3. Develop and/or identify a collaborative strategy that responds to the needs of:

- a. male students
  - b. student athletes
  - c. underrepresented students
  - d. non-traditional students
  - e. transfer students
  - f. commuter/off-campus students
  - g. PACE/Master's students
4. Meaningfully connect each Student Development office to inclusion efforts via co-sponsorship opportunities.
  5. Engage the Woods Apartment complex through:
    - a. programming geared toward current residents and future residents  
Communication plans to discover needs and concerns
    - b. Student Housing Council events and representation at the Woods

**Objective 3: Support students who possess significant barriers to persistence.**

1. Explore group sessions for students needing assistance with mental health.
2. Continue to develop and support best practice for students who need special accommodations for physical or learning disabilities.
3. Strengthen financial literacy and emergency funding options for students who are financially under resourced.

**Strategic Goal III: Providing Intrusive Mentoring and Advising**

**Objective 1: Further support and enhance Secondary Advising Initiatives**

1. Create collaborative opportunities with academic advisors.
2. Encourage students to have specific secondary advising appointments on "Advising Day".
3. Improve on-going training of secondary advisors and support staff.
4. Ensure all para-professional staff is training in intrusive advising and retention methods.

**Objective 2: Enhance Office of Student Success academic support services**

1. Pursue proposal to join all academic support services under the OSS (Writing Center, Math Center, tutoring)
2. Design and offer a supplemental instruction program to support underprepared students in particular courses.
3. Develop and implement a computer/academic technology loan program for students unable to purchase their own equipment.

## **Strategic Goal IV: Employing Data-Driven Decision Making**

### **Objective 1: Utilize Millikin technology platforms to assess Student Development.**

1. Train all Student Development staff to utilize available survey data and information systems (NSSE Banner, Hobsons, etc.) to gain insight, quantitatively, into the needs, wants, and interests of students.
2. Propose the use of swipe card entry for program spaces in the new Student Center to track who is participating in campus programs.

### **Objective 2: Create strategic documents to guide operations within Student Development**

1. Create a 5-year strategic plan for each office within Student Development.
2. Create specific assessment plans for each office within Student Development.
3. Create and assess implementation options for a yearly assessment tool focused on delivery of learning outcomes for Student Development.
4. Conduct a CAS review every four (4) years. Use review to inform development of strategic plans and annual goals.

## **Strategic Focus V: Creating a Professional Presence**

### **Objective 1: Increase visibility and presence of Student Development on the Millikin University campus**

1. Intentional Student Development presence at campus events.
2. Propose that the Dean of Student Development be present in University Cabinet meetings.
3. Each Director is a member of at least one University-wide committee
4. Host at least one national or regional Student Development related conference every 4 years.
5. Design a brochure that promotes staff expertise and the ability to facilitate workshops, presentations, etc.
6. Create new marketing materials for Student Development to include videos regarding departments and staff.

**Objective 2: Focus on professional development of staff**

1. Utilize the NASPA/ACPA and professional competencies to create professional development plans for each staff member within Student Development.
2. Successfully articulate Student Development vision, mission, learning outcomes, and values to all new hires and current staff.
3. Actively pursue, on a monthly basis, professional development opportunities such as conferences, drive-in workshops, webinars, and readings that correspond with the annual theme of Student Development as well as areas of needed growth for staff members.
4. Encourage each office area within Student Development to develop educational session proposals for any conference to which they will travel.
5. Encourage director level staff to pursue leadership roles within national associations related to their functional areas.