# **Division/College/Unit Name: Dean of Students Office**

# **Date: August 8, 2023**

# **Compiled by: Aaron Haight, Emily First, Susan Sigler**

# **Mission, Vision, Values Statements:**

**Unit Mission:** The Dean of Students Office empowers learners to be intentional and engaged citizens by providing a culture of equity, self-advocacy, and care through programs, resources, and support.

**Unit Vision:** Every learner will develop meaningful connections and resiliency, be respectful in their interactions, and advocate for themselves and others.

**Unit Values:** The Dean of Students Office values: Community and Connections; Self-Advocacy and Self-Care; Equity and Inclusion; Diversity of Thought and Expression; and Respect for Self and Respect for Others.

# **Planning process:**

Aaron Haight, Associate Vice President for Student Engagement and Dean of Students

Emily First, Assistant Dean of Students

Susan Sigler, Administrative Assistant, Dean of Students Office

Division of Student Affairs Reach Higher Assessment Committee

# **Strategy Alignment:**

***Reach Higher Commitment:***

**Empowered Educational Experience**

Position the university to be a top choice for students, faculty, staff and community partners

***Division Priority:***

Student Engagement

***Unit Outcomes:***

1. New first year student programs will onboard our students so they are ready for success
   1. ***Unit Objective:*** Structure first year student programs to prepare students to succeed
   2. ***Strategy/Measure:***  surveys, focus groups
   3. ***Responsible Teams/People:*** Director of First Year, Parent and Supporter Programs
2. As a result of the first year experience, students are prepared to succeed
   1. ***Unit Objective:*** Develop a first year experience strategy
   2. ***Strategy/Measure:***  retention data, surveys
   3. ***Responsible Teams/People:*** Director of First Year, Parent and Supporter Programs
3. Students who utilize services and programs will be able to employ strategic help-seeking skills promoting self-advocacy and problem-solving
   1. ***Unit Objective:*** Teach student strategic help-seeking skills promoting self-advocacy and problem-solving
   2. ***Strategy/Measure:***  surveys, focus groups, CARE data
   3. ***Responsible Teams/People:*** Assistant Dean of Students
4. Students who utilize services and programs will be able to report increased knowledge about university resources and services that are available to them
   1. ***Unit Objective:*** Instruct students about university resources and services that are available to them
   2. ***Strategy/Measure:***  surveys, focus groups, CARE data
   3. ***Responsible Teams/People:*** Assistant Dean of Students
5. Funding flexibility and divisional reorganization enhances collaborative efforts
   1. ***Unit Objective:*** Divisional reorganization provides flexibility in programs and funding
   2. ***Strategy/Measure:***  budgets and program documents
   3. ***Responsible Teams/People:*** Associate Vice President and Dean of Students

***Reach Higher Commitment:***

***Lifetime of Learning***

Leverage and continue to build our high quality programs and experiential learning

Utilize multi-campus locations strategically

***Division Priority:***

Communication with: students, parents, and families

1. Families, supporters, and students will successfully navigate university programs and resources
   1. ***Unit Objective:*** New first year and family/supporter programs will enable students, families, and supporters to navigate university programs and resources
   2. ***Strategy/Measure:***  surveys, focus groups
   3. ***Responsible Teams/People:*** Director of First Year, Parent and Supporter Programs

***Reach Higher Commitment:***

***A Culture of Educational Equity***

Identify opportunities for expanding access and experiences for more learners

Diversify our campus community

Increase staff cultural competency and provide professional development around Diversity, Equity, Inclusion, Accessibility, and Belonging

***Division Priority:***

Well-being

1. Students who utilize restorative practices and educational programs will increase sense of belonging and community
   1. ***Unit Objective:*** Utilize restorative practices and educational programs to create community and belonging
   2. ***Strategy/Measure:***  retention data, surveys
   3. ***Responsible Teams/People:*** Director, Office of Student Conduct and Conflict Resolution
2. Collaboration with units across campus increases student support
   1. ***Unit Objective:*** Work with units across campus to provide support for students
   2. ***Strategy/Measure:***  programmatic, committee work
   3. ***Responsible Teams/People:*** Assistant Dean of Students, CARE Team
3. Staff will attend DEI-AB-focused training & events for increased cultural understanding and awareness
   1. ***Unit Objective:*** Staff will engage in ongoing DEI-AB-focused learning and practice
   2. ***Strategy/Measure:***  track staff participation
   3. ***Responsible Teams/People:*** Associate Vice President and Dean of Students, Administrative Assistant

# **Collaboration:**

The Dean of Students Office works collaboratively with campus partners to provide services for student support.

Aaron Haight, Emily First, and Andrew Haggerty participate in multiple University committees dedicated to student support and success.

The transition to Maxient (CARE and Conduct software) will enable staff to more efficiently and collaboratively support students, with the goal of seamless communication between offices and departments.

# **Building capacity:**

Dean of Students Office is currently fully staffed for the first time in several years, and although lean, staff have the capacity to implement assessment measures. There exists the possibility of reimagined roles for current staff.