OUR UPSTATE (TIER 2) STRATEGIC PLAN OVERVIEW: STUDENT AFFAIRS



Tier 2 v.08.20.2018

STUDENT AFFAIRS MISSION

Assisting students to achieve their goals and potential.

STUDENT AFFAIRS MOTTO

Making it happen.

STUDENT AFFAIRS VALUES

- Student success
- Partnerships
- Innovation
- Meeting students "where they are"
- Employee potential

Service

UPSTATE STRATEGIES AND RESULTS

INTEGRATION

Upstate will be one university, connected by mission and aligned leadership, integrated through a culture of inclusion, transparency and trust.

INNOVATIVE LEARNING AND DISCOVERY

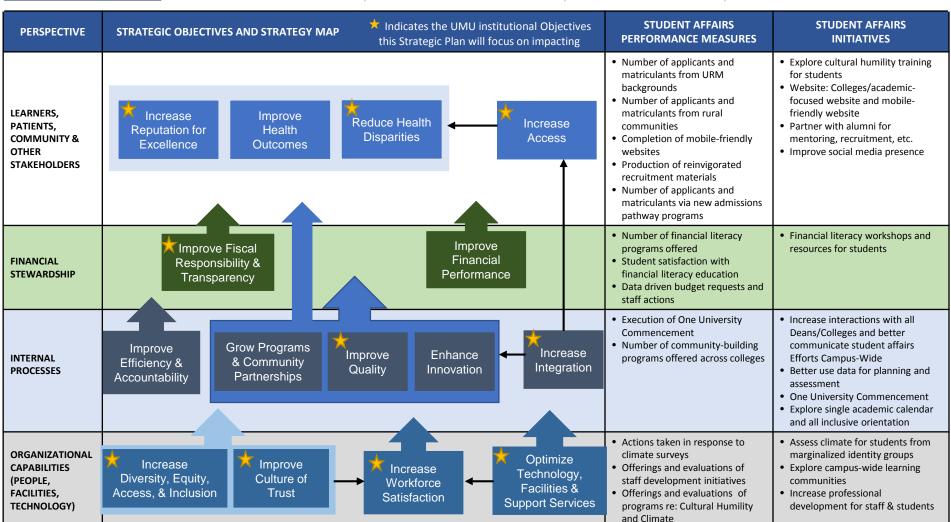
Upstate will be the destination of choice for patients and innovative employees, educators, learners and researchers.

COMMUNITY IMPACT

Upstate will be a collaborative and trusted partner in service to our communities.

EXECUTION AND GROWTH

Upstate will be an excellent university growing through aligned decision making, efficient, effective operations, quality services, and a dedicated and diverse workforce.





OUR UPSTATE (TIER 2) STRATEGIC PLAN OVERVIEW: Student Affairs



Additional Priorities, Possible Initiatives, and Recommendations Identified by Student Affairs

PERSPECTIVE	OUR UPSTATE TIER 1 STRATEGIC OBJECTIVE	ADDITIONAL STUDENT AFFAIRS TIER 2 PRIORITIES, POSSIBLE INITIATIVES, AND RECOMMENDATIONS
LEARNERS, PATIENTS, COMMUNITY & OTHER STAKEHOLDERS	Increase Reputation of Excellence	Increase community connections
	Improve Health Outcomes	 Connecting students to research (intentionally and up to date resources) MPH Lunch & Learn on community health needs in which to connect student efforts Proposal for UMU Initiative: Update and enhance recreation / gym facilities
	Reduce Health Disparities	Lead effort to increase student work with at risk populations
	Increase Access	Refer to the Strategy Map on the reverse side of this document for the initiatives related to this Strategic Objective
FINANCIAL STEWARDSHIP	Improve Fiscal Responsibility and Transparency	 Use data to justify budget request Simplified hiring process for student assistants / work study students Five year planning projections – staff and budget
	Improve Financial Performance	 Fill traditionally-lagging programs Discover and take advantage of grant opportunities Proposal for UMU Initiative: Increase graduate level programs
INTERNAL PROCESSES	Improve Efficiency & Accountability	 Online scheduling of admissions interviews for students and interviewers WD/reject auto process for admissions Proposal for UMU Initiative: University IR department
	Grow Programs & Community Partnerships	Offer opportunities for staff to engage in service during work hours Offer additional on campus programs for high school and college students
	Improve Quality	Dedicated effort/staff for more specialized programs / products
	Enhance Innovation	Fully utilize features of current technology (Zoom, iCapture, etc.)
	Increase Integration	Inform staff of opportunities to be involved – Division and University
ORGANIZATIONAL CAPABILITIES (PEOPLE, FACILITIES, TECHNOLOGY)	Increase Diversity, Equity, Access & Inclusion	 Prioritize diversity in hiring Focused & formal recruitment of Native American students Develop support program for rural students (ala CSTEP for URMs) Increase scholarship for URM students Stronger branding in multi-cultural affairs
	Improve Culture of Trust	 Employee engagement events to include colleagues outside of the Student Affairs division Giving & receiving feedback and acting on it - to/from students and colleagues Provide more opportunities to hear from students Department exit interviews with students and employees in the name of continued improvement ("stay" interviews; pulse surveys) Improve response rate of All-University Student Opinion Survey
	Increase Workforce Satisfaction	 Up-to-date technology More regular recognition of personal triumphs Proposal for UMU Initiative: Need more pride in facilities (e.g. basement, stairwells, etc.)
	Optimize Technology, Facilities & Support Services	Implement ARGOS (replaces Self-Serve and makes data more accessible)