

STRATEGIC **PLAN**

2019-2023



DIVISION *of* STUDENT AFFAIRS

VALDOSTA STATE UNIVERSITY

A LETTER

from the Vice President



Dear Colleagues,

Since 1906, Valdosta State University has been a pillar in the community-serving students and their families in South Georgia. As such, the Division of Student Affairs has sought to distinguish itself as a leader in providing support, out-of-class engagement, and transformative experiential learning opportunities for all Blazers. We are proud of the collaborative work that has been achieved, but we also know that we must continue to develop and enhance the overall student experience by fostering an environment equipped to respond to the evolving needs of our students.

In May of 2018, we launched a division-wide strategic planning process to revisit our core purpose and identify a set of goals that align with the newly adopted Valdosta State University Strategic Plan. With the assistance of our Student Affairs Leadership Team and the knowledge and experience from the entire Division of Student Affairs an aggressive strategic plan for the Division was formulated. We challenged ourselves to imagine the student experience for tomorrow's students and further align our work with the best practices of the profession.

We also sought to identify our core purpose for the work of Student Affairs at Valdosta State University. Our why - Student Affairs CARES - was developed as a statement that motivates our work. CARES is an acronym that stands for Creed, Accountability, Respect, Engagement, and Support and further defines the core principals we value.

In this document, you will find the Division of Student Affairs 2019-2023 Strategic Plan. I am confident it provides the pathway to guide our Division through the next five years, equipping us with a roadmap that will lead us to create and preserve a campus community that serves our Blazers with care.

Best-

A handwritten signature in blue ink that reads "Vincent A. Miller". The signature is written in a cursive, flowing style.

Vincent A. Miller, Ed.D.

OUR WHY

what motivates our work

STUDENT AFFAIRS CARES

CREED.
ACCOUNTABILITY.
RESPECT.
ENGAGEMENT.
SUPPORT.



CORE PRINCIPLES

what guides our work

CREED (INTEGRITY, CIVILITY, CITIZENSHIP)

We uphold the Blazer Creed and we foster an environment of civility, integrity, and citizenship. We value what each individual brings to the team and the lifelong relationships that develop. We encourage student engagement by fostering meaningful interactions.

ACCOUNTABILITY

We are student focused. We foster a division of teamwork while being dedicated to our collective purpose. We maintain purposeful decision making that will enhance personal and professional growth and development. We are fiscally responsible and good stewards of our resources.

RESPECT

We model responsible citizenship by being in the campus community, by being accountable for our actions and developmentally confronting the unfair, unjust, or uncivil behaviors of others and groups. We ensure staff and students understand the importance of an inclusive community and actively seek intentional interaction with individuals different from oneself.

ENGAGEMENT

We have pride in our University and what it means to be a “Blazer”. We foster co-curricular learning opportunities that encourage our students to make meaning and understanding from their active participation in practical experiences. We provide experiential learning, connect students to service, promote leadership, and foster employment opportunities for a successful transition to the workforce.

SUPPORT

We assist students in developing affirmative personal values, ethics, and spiritual awareness by exploring and challenging their sense of self. We are committed to ensuring our staff and students realize the importance of health and wellness in accomplishing goals. We are committed to recruitment and retention of diverse staff that reflects the students we serve.

STUDENT AFFAIRS STRATEGIC PLAN 2019-23

Adopted Unanimously by Division on February 2019

VSU GOAL #1:

The Division of Student Affairs will contribute to Valdosta State University's goal of increasing retention, progression, and graduation rates by creating a campus culture focused on individual student success.

- By Fall 2020, the Division of Student Affairs will develop and implement a comprehensive residential curriculum (HIP), including academic and themed living communities, that support a seamless transition into college life, provides students with academic support in the residential environment, connects students with campus programs and services, and is developmentally focused to support student growth.
- By Spring 2020, Student Affairs will establish a consistent process to evaluate student engagement each semester and deliver a process for peer intervention of students that have a recorded participation of fewer than ten programs or events in Blazerlink in order to identify factors preventing student engagement and connect students to campus resources in support of increasing student retention.
- By Fall 2021, the Division of Student Affairs will collaborate with academic departments, first year programs, and academic advising to integrate the Four-Year Career Plan into the stages of academic progression to help students solidify their academic program of study, understand and identify career readiness skills, identify internship and relevant part-time work experience (HIP) and effectively communicate their skills and experiences in order to achieve their desired professional goals.

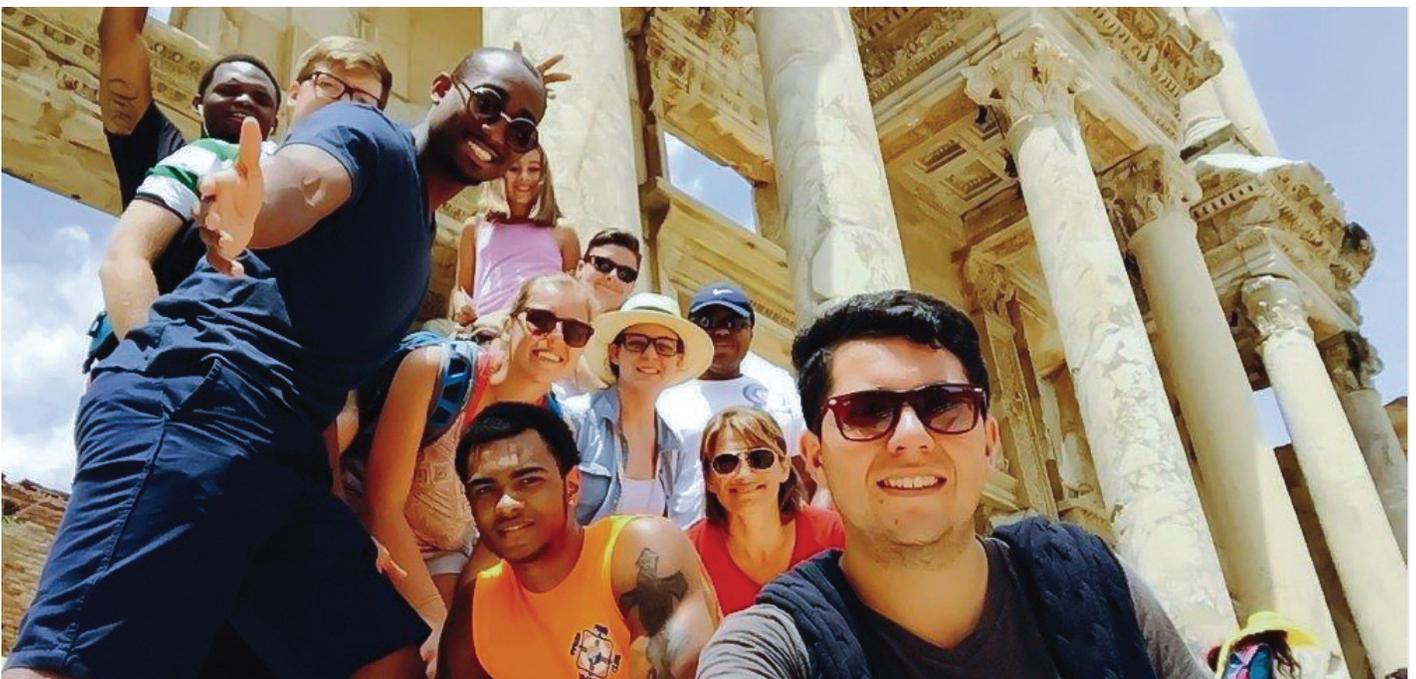




VSU GOAL #2:

The Division of Student Affairs will contribute to Valdosta State University's goal of increasing student participation in expanded transformational and experiential opportunities through implementing high impact and best practices focused on evolving student needs.

- By Fall 2019, Student Affairs will increase the number of campus departments and student organizations that are actively posting student events and collecting student participation data in Blazerlink by 5% each year over the FY18 baseline.
- By Fall 2019, Student Affairs will develop an Early Move In and Welcome Week program for new first-year students. Through this program, students will develop a sense of community with VSU, student organizations, and smaller peer networks, develop the skills needed to thrive in the classroom, and identify university expectations.
- By Fall 2020, Student Affairs will establish a common learning framework to map student experiences to a common set of learning outcomes. This will include the implementation of a student engagement road map to help students identify meaningful learning experiences that leads to competency development, leadership training and mentoring. Student participation will be incentivized through a points-based reward structure.
- By Fall 2020, Student Affairs will increase the number of volunteer service opportunities (HIP) and hours recorded by students in Blazerlink by 7% each year over the FY19 baseline.
- By Spring 2020, Student Affairs will develop a strategic plan for Fraternity and Sorority Life focused on areas of recruitment, risk management, academic success, diversity and inclusion, and guidance on chapter housing/meeting space.
- By Fall 2020, Student Affairs will increase the number of internship opportunities (HIP) and the number of students participating in internships recorded in Blazer Briefcase by 10% each year over the FY18 baseline.





VSU GOAL #3:

The Division of Student Affairs will contribute to Valdosta State University's goal of increasing community and regional impact through leading development for industry, health care, arts, education, and other changing economic regional needs that support the growth of South Georgia and the communities our students will serve.

- By Fall 2019, Student Affairs will develop and expand divisional marketing strategies with appropriate resources allocated in order to collect evidence-based outcome data and establish communication materials which will highlight the impact of student affairs programs and services and share the information routinely with a wide variety of constituents.
- By Fall 2019, Student Affairs will establish strategic partnerships to increase opportunities for students to volunteer in the region and increase our educationally meaningful community engagement opportunities.
- By Spring 2020, Student Affairs will develop a community volunteer emergency response plan to provide immediate support in our region for areas that become impacted by inclement weather while offering our students and campus community the opportunity to give back to the region. This includes identifying and maintaining a list of community centers and groups that provide disaster support, a list of common resources (food, toiletries, etc.) needed by people impacted by natural disasters, a communication plan to solicit supply donations and volunteers to provide support, and organize student volunteer response.
- By Spring 2020, Student Affairs will create an active directory of resources and services (Red Cross trainings, Outdoor Recreation team building services, diversity

training, employment postings, facility and summer conference rental, etc.) available to the South Georgia region to assist the Executive Director for the Center for South Georgia Regional Impact in achieving institutional goals.

- By Fall 2021, Student Affairs will increase employer engagement in the career success of current students through growth in career fair participation, employer information networking events, on-campus interviews, and 5% year-over-year growth in the posting of student employment, internships, and full-time employment opportunities in Blazer Briefcase.

GOAL #4:

The Division of Student Affairs will cultivate and demonstrate an atmosphere of multicultural inclusion and cultural humility that foster a welcoming, affirming and supportive campus community.

- By Fall 2019, Student Affairs will enhance and expand civility education (Blazer Creed, Bystander Training, etc.) with a goal of increasing student participation year-over-year by 10% percent.
- By Spring 2020, Student Affairs, in collaboration with campus partners, will develop a USG and University Administration supported plan of response for various levels of campus, community, and national incidents that helps communicate the values of the Blazer Creed in a timely manner, from the necessary voice, while helping students process and respond to acts of unrest and injustice.
- By Fall 2021, Student Affairs will expand the Multicultural Achievement Program to include 100 number of new students and 50 number of upper-class mentors.



GOAL #5:

The Division of Student Affairs will enhance organizational effectiveness and encourage professional growth through recruiting, developing, and retaining diverse and qualified staff at all levels in order to be nimble and relevant in our changing professions.

- By Summer 2019, Student Affairs will formalize an annual learning plan for the SA Training and Employee Development (SA-TED) committee focused on outcomes identified through assessing the needs of the Division, Professional Competency Areas, and national trends of the profession. SA-TED will establish learning dates and times a minimum of one semester in advance in order to better communicate the commitment to staff and graduate assistants.
- By Fall 2019, Student Affairs will formalize an annual staff recognition process to identify and highlight the dedication and contributions of staff to supporting the work of the Division, profession, and service to students.
- By Summer 2020, Student Affairs will develop an employee handbook for each type of employee (professional, graduate assistant, student employee) designed to provide important information about Division purpose and values, expectations, and procedures for use with onboarding employees and communicating consistent information related to Division and University strategic goals.
- By Spring 2021, Student Affairs will establish a consistent search process for professional staff focused on recruiting the best-suited and most-qualified applicant pool and providing a meaningful interview experience which showcases the benefits of working in Student Affairs at Valdosta State University and provides adequate opportunities for candidates to experience the department, division, campus, and community culture of South Georgia.
- By Spring 2022, Student Affairs will create emergency response plans for facility operations, large campus events, student travel, and other high-risk activities to carefully identify the risks and response necessary in a potential emergency. Active training of these plans will take place annually with all staff, including student employees and appropriate student leaders, to communicate the expectations of risk mitigation and to ensure each individual understands their role in response to campus crisis.
- By Spring 2023, 75% of Student Affairs staff will represent Valdosta State University through service to their field by either being involved in leadership roles in professional associations, presenting at conferences, hosting a conference, participation in external professional development opportunities, or receiving awards and recognition for a program or individual contribution to their profession.
- By Fall 2023, 50% of staff will represent the Division of Student Affairs through service to Valdosta State University either through active participation in division or university committees.

(HIP) = High Impact Educational Practice



CONVERSE HALL

