

Breaking Through: 2017-2022
A Strategic Plan for the University of Wyoming

Division of Student Affairs Strategic Plan

August 15, 2018

The Division of Student Affairs is comprised of the Associated Students of the University of Wyoming, Campus Recreation, Cowboy Parents Council, the Dean of Students Office, the Center for Student Involvement and Leadership, Student Health Service, the University Counseling Center, Residence Life and Dining Services, UW Catering and Events, the UW Alumni Association, and the Wyoming Conservation Corp.

The Associated Students of the University of Wyoming and the UW Alumni Association have complimentary plans available on the President's website.

Vision:

To promote student success through engagement, holistic wellness, and providing excellent student-centered services.

Mission:

To advance the student success agenda of the University of Wyoming, we will:

- Provide safe, comfortable, affordable, and physically and programmatically appealing housing and dining programs to students living on campus;
- Provide integrated wellness service to address physical and behavioral health;
- Educate students; encourage personal accountability for their choices and actions; refer students to appropriate resource on and off-campus;
- Engage students in leadership opportunities; social justice activities; provide educational, social, and entertaining programs and events;
- Foster opportunities for students to provide feedback to the university and participate in shared governance;
- Provide alumni and parents opportunities to be active in the UW Community;

Values:

Our values represent beliefs and principles that drive the culture and priorities of the Division of Student Affairs and provide the crucial framework within which decisions are made.

Student Development

Creating services, environments, and programs that develop students along intellectual, cognitive, social, moral, and identity dimensions.

Personal and Social Responsibility (Association of American Colleges and Universities, 2007)

Educating students to strive for excellence, cultivate personal and academic integrity, contribute to a larger community, take seriously the perspectives of others and develop competence in ethical and moral reasoning and action.

Holistic Wellness

Cognitive, cultural, emotional, environmental, financial, physical, social, and spiritual wellness is the prerequisite for student success.

Diversity

A diverse and international community that includes and respects different ethnicities, genders, sexualities, abilities, cultures and worldviews multiplies our capacity to advance student success.

Engagement

An engaged student body cares about the community, fully participates in the life of the university, connects classroom content to real-life situations, and integrates learning into their understanding of the world around them. Engaged students perform better academically and persist to graduation.

Measuring Success

Goal 1: Driving Excellence - Join together as an intellectual community already renowned for its regional, national and global relevance and impact by fostering and rewarding excellence in teaching, scholarship, innovation and creative endeavor.

- Build a reputation as a high-performing student affairs unit through strategic initiatives
- Create a culture of scholarly work, assessment, and continuous improvement
- Assess and evaluate all programs and initiatives for impact and outcomes
- Create a culture of professional development and life-long learning for supervisors, staff, and student employees
- Support the recruitment of international students and broaden the exposure of students to international experiences

PERFORMANCE INDICATORS	BASELINE	2022 Target
Peer-reviewed scholarly publications and presentations at regional and national conferences	No baseline	5 peer-reviewed scholarly publications from Student Affairs employees 10 presentations at regional or national conferences
Staff participation in a comprehensive professional development program	No baseline	25% of student affairs staff participation 50% of student staff participation 75% of student supervisors participation in a development program

Expand student programming by increasing external funding	Three existing grants: AmeriCorps (WCC), Campus Speak (Fraternity and Sorority Life) and Get Yourself Tested (Student Health Service)	Apply for 5 new external funding opportunities from across the division Increase private fundraising by 10%
Student learning outcomes	No Baseline	100% of departments and programs will have student learning outcomes and/or an assessment plan
Student participation in international alternative break trips	15 students per year	30 students per year
Number of international students (undergraduate and graduate)	791	100 international students (or 10%) living in a residential community based upon the International House model

Goal 2: Inspiring Students - Inspire students to pursue a productive, engaged and fulfilling life and prepare them to succeed in a sustainable global economy.

- Welcome, support and graduate students of differing backgrounds, abilities and needs and from different cultures, communities and nations
 - Implement a bias-motivated report and response system to address bias and hate crimes
 - Refocus SLCE and Multicultural Affairs to better address campus needs for cultural competency training, community building, mentoring, and incident response
 - Increase staff participation in social justice, diversity, and inclusion programming
 - Create a campus interfaith advisory council to break down barriers for community faith-based entities who serve our students
- Improve retention and 4-year and 6-year graduation rates for undergraduates
 - Enhance campus housing and dining operations
 - Expand health and wellness programming and increase student participation
 - Improved Cowboy Connect to engage parents and help students connect with services
 - Create a plan to integrate Student Health Service and the University Counseling Center to improve services for students

PERFORMANCE INDICATORS	BASELINE	2022 Target
Enrollment of underrepresented students	13%	17%

First year residential students residing in a living learning community or residential college	25%	100%
Construction of new residence halls	Create a 10-Year plan for student housing	Completion of Phase 1, including one residential college
Residence Life and Dining Services will hire consultants to: <ul style="list-style-type: none"> study the feasibility and resources implications of contracting dining and catering services modernize our dining plans to meet the needs of contemporary students 	No baseline	Updated dining portfolio with new and diverse options for students Apply for at least one campus dining award for excellence and win one gold medal at NACUFS regional competition
Student participation in support services	16%	25%
Implement co-curricular transcript for student success and engagement	0	25% of seniors to create a co-curricular transcript
Student participation in Wellness Center programming	746 individuals participated in 29 wellness outreach events (annual)	1000 individuals will participate in a wellness center program (annual)

Goal 3: Impacting Communities - Improve and enhance the health and well-being of our communities and environments through outreach programs and in collaboration with our constituents and partners.

- Increase student engagement in leadership and community service programs
- Expand the fraternity and sorority community
- Enhance the engagement and collaborative learning spaces within the Wyoming Union
- Increase the number of mentor/mentee opportunities for students
- Improve the student disciplinary process
- Improve the sustainability efforts of the division to improve the environment and engage students

PERFORMANCE INDICATORS	BASELINE	2022 Target
Carnegie community engagement classification	Not designated	Qualified to submit for 2024 deadline.
Continue to expand fraternity and sorority life	600 members	1,000 academically eligible members; Colonize four new NIC fraternities, one NPC sorority, and two additional groups; Add one new privately

		occupied house on Fraternity and Sorority Row.
Increase the number of students engaged in community service	Assess current state	25% increase
Complete a 10 Year Union Study to enhance student engagement and collaborative learning	Launch	Completed
Update the Student Code of Conduct and disciplinary procedures and create a student conduct mentor program to answer questions regarding the Student Conduct and present out-reach programs for the Residence Halls and RSOs	Launch	New Published Code and launch mentor program.
Develop an environmental sustainability plan for the division	Beginning	Completed

Goal 4: A High-Performing University - Assure the long-term strength and stability of the university by preserving, caring for and developing human, intellectual, financial, structural and marketing resources.

- Improve campus climate and safety to decrease sexual misconduct, alcohol and drug arrests, and other policy violations
- Conduct annual sexual misconduct climate surveys and utilize data to improve programs, services, and responses
- Explore opportunities to enhance revenue within existing services and programs
- Enhance our human capital by improving staff recruitment and retention
- Explore implementing a 360 degree staff evaluation process

PERFORMANCE INDICATORS	BASELINE	2022 Target
Student security and safety	81 % of UW students believed that campus was safe and secure (UW Student Satisfaction Survey, 2016)	90% of UW Students surveyed will report that campus is safe and secure
Complete a feasibility study on the student service and financial impacts of health insurance billing	Beginning	Completed
Employee annual turn-over	Assess current state	20% decrease in annual staff turn-over
Recruiting qualified candidates	Assess current state	25% improvement in first ranked candidates accepting job offers