

UNIVERSITY OF WYOMING

Division of Student Affairs

2009-2014 PLAN

I. Mission and Aspirations

The Division of Student Affairs at the University of Wyoming is committed to the success of UW students as: individuals prepared for continuous learning and attainment of personal and professional goals; members of a diverse, scholarly, and respectful community; and citizens, leaders, and productive members of our global society.

Our goals include student recruitment and outreach to constituencies, providing support for student learning and success, implementing opportunities for students in leadership and civic engagement, and being accountable for resources in the division.

II. Previous Planning and Accomplishments

The Student Affairs Support Services Plan for 2005-2010 contained 106 action items. During the course of the plan, five additional action items were added, bringing the total to 111. In addition, 36 action items from the University Support Services Plan were identified as involving the Division of Student Affairs. As a result 147 action items have been tracked. As of October 2008, 130 of the 147 action items are complete, 15 are no longer relevant, and two remain.

The most significant accomplishments of the Student Affairs Support Services Plan for 2005-2010 are listed in Appendix A.

III. Relevant Institutional Issues

The Division of Student Affairs plays a key role in Access, Excellence, and Leadership as we strive to be a collaborative partner as the University of Wyoming works to increase student access to UW, reach for excellence in our areas of distinction, and provide leadership for the state in a variety of ways.

The Division of Student Affairs is comprised of three clusters focused on enrollment management (Admissions, Advising and Career Services, Financial Aid, Student Educational Opportunity, and Registrar); health and wellness (Dean of Students, Student Health Service, Campus Recreation, and University Counseling Center); and auxiliaries and student engagement and learning (Residence Life, Dining Services, and Wyoming Union). Additionally Alumni Affairs is a unit within the Division of Student Affairs along with the Associated Parents of the University of Wyoming (APUW) and the Associated Students of the University of Wyoming (ASUW).

The Western Interstate Commission for Higher Education (WICHE) projects a national decline in the number of high school graduates from 2009-2014. In Wyoming, we expect to continue our decline in the number of high school graduates. From 1998-2008, the number of high school graduates has declined more than 15%. From 2009 to 2014, WICHE projects an additional decline of 11%, dropping the number of Wyoming high school graduates below 5,000.

Given these demographic trends, three things are certain. First, the competition among colleges and universities for the shrinking college-bound pool of students will become more elevated. Second, colleges and universities must provide support to prepare students for college and increase awareness about the availability of options and opportunities. Third, colleges and universities must provide support systems and opportunities inside and outside of the classroom to connect students to multiple opportunities for growth, preparedness for students' futures, and to increase the likelihood of graduation.

Given this context, the Division of Student Affairs is focused on implementing the following action items over the next five years.

IV. Action Items

Access

Hathaway Scholarship Program

Action Item 1: Conduct a comprehensive review of the Hathaway Scholarship Program as it relates to the academic preparedness of UW students, use of the scholarship by Wyoming high school graduates, and UW's role in expanding the use of the program. (EMC; ADM; Registrar; SFA; CACS)

Expanding college-going rates

Action Item 2: Establish a definitive student referral and services pipeline statewide for students who are disadvantaged in terms of successfully completing high school earning a Hathaway Scholarship, completing a GED, entering college, persisting in and graduating from college, and entering a graduate degree program. (SEO; ADM; SFA; DOS)

Tuition policy

Action Item 3: Develop a consistent and rational policy for tuition, fees, room and board, keeping in mind the total cost of attendance. (Admin; AA; VPSA; EMC; ADM; SFA; RLDS)

Effective recruitment and retention of high-achieving and diverse undergraduates from Wyoming, the nation, and international locations. (This is also an Excellence initiative.)

Action Item 4: Pursue, with the Diversity Office, opportunities for student exchanges and joint service projects between UW and Historically Black Colleges and Universities (HBCUs). (EMC; DOS; RLDS)

Action Item 5: Improve the retention rate for minority students through development of educational and academic support programs and increased mentoring by staff. (DOS)

Action Item 6: Identify and attract an ethnically and culturally diverse student population from Wyoming and the nation through expanding the network of alumni and friends around the state and nation supporting the efforts. Involve the multicultural alumni committee of the UW Alumni Association in student recruiting support. (ADM; DOS; VPSA; Alumni; Diversity Office)

Action Item 7: As determined by the International Educational Steering Committee, enroll more international students for a population of 700 international students at UW by the year 2018. Identify internal Student Affairs resources for a full-time international admission representative and associated travel expenses. (ADM; VPSA)

Action Item 8: Utilize the Wyoming Geographic Information Science Center in administrative applications of GIS to analyze student recruiting opportunities. (VPSA; ADM; Registrar)

Student Success and Transitions

Action Item 9: Implement and evaluate, with Academic Affairs, the transition program for new freshmen. (EMC; multiple units)

Action Item 10: Develop strategies to formally connect first-year students who are not living on campus with opportunities for involvement at UW. (EMC; RLDS; DOS)

Action Item 11: Expand WyoWeb services and offerings to be more interactive for students, employees, and alumni. (SA; IT; UPR)

Action Item 12: In addition to the intervention efforts for freshmen, provide more opportunities for sophomore engagement, including a targeted career counseling program for at-risk sophomores and two-year learning community opportunities. (CACS; RLDS; Union; DOS)

Action Item 13: Expand student traffic in the Wyoming Union and other locations on campus by providing enhanced food and beverage options. (Union; Dining)

Reexamine scholarship awarding policies and identify funding for need-based aid

Action Item 14: Work with campus partners to improve scholarship awarding practices in a way that meets enrollment goals and college development and alumni relations goals. (EMC; SFA; ADM; DOS; colleges)

Action Item 15: With the help of the UW Foundation, increase fund raising efforts for need-based aid programs for low-income students. (SEO; SFA; ADM; DOS)

Nontraditional student support

Action Item 16: With the help of the UW Foundation, increase scholarship and grant support for non-traditional students. (SFA; SEO)

Action Item 17: Participate in state and federal programs providing support for targeted groups of students, e.g., veterans, educators, health care professionals, etc. (SFA; SEO; Registrar; DOS; UCC)

Action Item 18: Explore ways to support non-traditional students financially, academically, and socially through increased services and mentoring. (DOS; SFA)

Access for students with disabilities

Action Item 19: Implement recommendations made by the UDSS Comprehensive Program Review Site Team. Collaborate with WIND and the Wyoming community colleges to coordinate service delivery and identify a unified approach to delivery of interpreter services at UW and across the state. (UDSS; SEO; VPSA)

Services to Outreach Students

Action Item 20: Continue to expand advising, counseling, financial aid, and health and wellness services to UW students taking classes through the Outreach School. (VPSA; Outreach; SA)

Support to Wyoming Community Colleges

Action Item 21: Evaluate and improve financial aid, admissions, registration, and other processes for transfer, “swirling,” and concurrent students. (Enrollment Services; VPSA; AA)

Action Item 22: Collaborate with community colleges on programming related to safety, alcohol, diversity, service learning, and suicide prevention. (DOS; UCC; Union)

Action Item 23: Provide a second mental health summit focused on alcohol and substance abuse/prevention with the Wyoming community colleges. (UCC)

Action Item 24: Implement and seek renewal of the College Access Challenge Grant. (SEO; SFA)

Action Item 25 Expand the “Serve Wyoming” grant to include participation by Wyoming community colleges; evaluate current services. (Union)

Enrollment goals and priorities

Action Item 26: Work with campus leaders and stakeholders to establish and achieve enrollment goals by student type, academic program, geographic and ethnic diversity, and gender. (EMC; ADM)

Veterans’ services

Action Item 27: Develop new and enhance existing services for veterans of the armed services. (DOS; UCC; SFA; UDSS; Outreach)

Financial management skills

Action Item 28: Develop and implement training in financial resource management for students, to help them budget and control their fiscal resources during their college careers, for life-long application, and for potential philanthropy. (SFA; Admin)

Excellence

Capital Facilities:

Support for the Long Range Development Plan including the comprehensive campus housing plan. (This is also an Access initiative.)

Action Item 29: Implement an affordable housing plan for the residence hall facilities that reconfigures White Hall to suites, remodels Downey Hall to its traditional configuration, and replaces Hill and Crane Halls with suite-type spaces. (RLDS; VPSA; Admin)

Action Item 30: In concert with the Long Range Development Plan, phase the demolition of the Summit View Apartments and review public-private partnerships for the replacement facilities. Review the management options for the remaining apartment complexes to suggest strategies to improve operating efficiency. (RLDS; VPSA; Admin)

Action Item 31: Consider the development of faculty-in-residence programs, classroom space, and other linkages to support student learning in the residential environment. (RLDS; AA)

Campus Recreation expansion

Action Item 32: Finalize the planning processes for a renovation/expansion of Half Acre Gym. (CREC; DOS; VPSA)

Off-campus facilities to support enrollments and programs

Action Item 33: Assist in the planning of facilities throughout the state to support UW students and community college collaborations. (SA; VPSA; Admin; Outreach)

Central salary management

Action Item 34: Participate in discussions related to university-wide central salary management with Executive Council colleagues. (VPSA)

Sustainability initiative

Action Item 35: Support institutional sustainability initiatives and expand sustainability initiatives within the Division of Student Affairs through composting, recycling, reduced energy use, use of “green” cleaning supplies, and other means. (VPSA; ASUW; SA)

Assessment

Action Item 36: Continue assessing programs and services in the division, especially relating to student learning, using the Comprehensive Program Review (CPR) process, contracted research services [e.g., StudentVoice, Educational Benchmarking Inc., etc.] and national surveys [e.g., NSSE, NCHA]. (VPSA; SA)

Action Item 37: Participate with other divisions of the university in implementing and monitoring compliance with the Higher Education Opportunity Act. (VPSA; SFA; Registrar; Research; AA; IT; Admin)

Leadership

Cultivating Leaders

Support the Honors Program and other programs for high-achieving students

Action Item 38: Expand student recruiting and retention support for high-achieving students. (ADM; SFA; RLDS)

Fostering Civility, Student Leadership and Civic Engagement

Action Item 39: Expand opportunities for leadership and civic engagement for UW students through academic and student affairs partnerships via the Center for Student Leadership and Civic Engagement. Establish SLCE as a co-curricular area of distinction. (DOS; Union; WY community colleges; colleges; CREC)

Action Item 40: Increase opportunities to program, present, and discuss the importance of civility, ethics, and professionalism at UW and beyond. (DOS; Union; RLDS; CACS; CREC)

Action Item 41: Expand the Center for Volunteer Service programs and services; secure additional grant funding; expand alternative spring break options to include faculty, staff, community members, and international locations. (Union; DOS; colleges)

Action Item 42: Expand the Outdoor Program to become an area of distinction for UW through coordination with the NOLS and other outdoor programs. (CREC; DOS; College of Agriculture; WY community colleges; CACS; RLDS; ADM)

Action Item 43: Update and support the Greek Life Relationship Statement. Conduct an overall assessment of Greek Life. (DOS; VPSA)

Meeting Wyoming and Campus Health Care Needs

Action Item 44: Collaborate with the College of Health Sciences to develop a role for clinical faculty in the Student Health Service, which will provide additional clinical opportunities for Health Sciences students. (SHS; VPSA; DOS)

Private Giving

Action Item 45: Develop Student Affairs priorities for UW's institutional fundraising priorities and expand fundraising efforts of Student Affairs and APUW. (VPSA; SA)

Safety and Security

Action Item 46: Promote involvement of the university community in identification of at-risk students; support the efforts to update the university's emergency response plan. Continue to fine-tune safety response systems with the student concern team, the early alert program, and front-line responsiveness. (DOS; RLDS; UWPD; VPSA)

Action Item 47: Add a licensed counselor position to the University Counseling Center through funding already identified. (UCC; DOS; VPSA)

Action Item 48: Identify internal Student Affairs funding for a sexual assault prevention response professional (formerly funded by the STOP grant) for the 2009-10 academic year and beyond. (DOS; UCC; VPSA)

Economic Development

Action Item 49: In collaboration with UW colleges, develop an internship program for students to be employed in Wyoming communities. Expand targeted job fairs by professional areas. Develop career development relationships with the College of Business Johnson Career Center, the Center for Advising and Career Services, and the Student Success Services center in the College of Engineering & Applied Science. (CACS; colleges)

Action Item 50: Coordinating with the VP for Research and Economic Development, work with the Wyoming Business Council and the Wyoming Department of Workforce Services to develop mechanisms and programs that attract UW graduates back to work or start businesses in Wyoming. (CACS; Alumni; Foundation)

Other Student Affairs Initiatives involving other Divisions

Action Item 51: Expand the number of hearing officers available to conduct hearings under the *Student Code of Conduct* and standardize judicial data reporting and analysis systems. (DOS; other selected units from across campus)

Action Item 52: Implement recommendations from the Traditions and Homecoming Task Force to identify ways to connect UW students and alumni to their institution. (ASUW; VPSA; Alumni; Union)

Action Item 53: Support Academic Affairs as they initiate and implement articulation agreements with community colleges in Colorado and western Nebraska. (Registrar; AA)

Action Item 54: Identify and offer more institutional job opportunities for students to work and gain on-the-job experience in the areas of their academic majors. (CACS; HR; colleges)

Action Item 55: Expand the pilot program and revise use of the Federal Work Study program. (SFA; LeaRN)

Action Item 56: Develop an outreach program for young alumni. (Alumni; Foundation; colleges)

Action Item 57: Implement a searchable alumni database to keep alumni connected with the university and to provide alumni with professional and social networking opportunities. (Foundation; IT; Alumni; VPSA; CACS; ADM)

Action Item 58: Provide support for the Employee Assistance Program through units of the Student Affairs Wellness Cluster. (DOS; CREC; SHS; UCC)

Implementation

Beginning in 2008, the Division of Student Affairs is implementing some of the action items identified in this five-year plan. There will be formative assessment along with a comprehensive summative assessment of the overall plan and its effectiveness in supporting student access, excellence, and leadership initiatives of the university. Formative assessments will be undertaken by each Student Affairs unit, and the division office will lead the summative assessment. Some of the tools that will be utilized are:

- EBI benchmarking surveys
- Targeted assessment of services
- Student opinion survey components
- Noel-Levitz assessment components
- ACT assessment components
- National Survey of Student Engagement components

VI. Abbreviations Used in this Plan

AA	Academic Affairs
ADM	Admissions
Admin	Division of Administration
Alumni	Alumni Affairs
APUW	Associated Parents of the University of Wyoming
ASUW	Associated Students of the University of Wyoming
Athletics	Division of Intercollegiate Athletics
CACS	Center for Advising and Career Services
CREC	Campus Recreation
Dining	Dining Services
DOS	Dean of Students Office
EMC	Enrollment Management Council
Enrollment Services	Includes the directors of ADM; SFA; CACS; SEO; Registrar, and Student Financial Services in the Division of Administration
Foundation	University of Wyoming Foundation
HR	Human Resources
IT	Division of Information Technology
LeaRN	Learning Resource Network
NOLS	National Outdoor Leadership School
Outreach	The Outreach School
Registrar	Office of the Registrar
Research	Office of Research
RLDS	Residence Life and Dining Services
SA	All Student Affairs Units
SEO	Student Educational Opportunity
SFA	Office of Student Financial Aid
SHS	Student Health Service
SLCE	Center for Student Leadership and Civic Engagement
UCC	University Counseling Center
UDSS	University Disability Support Services
UPR	University Public Relations
UWPD	University of Wyoming Police Department
VPSA	Office of the Vice President for Student Affairs
WIND	Wyoming Institute for Disabilities
WPM	Wyoming Public Media

APPENDIX A

MOST SIGNIFICANT ACCOMPLISHMENTS OF THE STUDENT AFFAIRS SUPPORT SERVICES PLAN II

- Implementation of the Hathaway Scholarship program and contributions to the refinement of the law and rules governing it
- Implementation of the Banner student information system and its WyoWeb portal
- Development of programs and services to enhance the pipeline of individuals considering and attending college in Wyoming, including the \$42 million federal Gear-Up grant
- Expansion and refinement of career services through connections with alumni, state entities, and UW colleges
- Enhanced student recruiting for international, ethnic minority, and graduate students.
- Undertaking residence hall renovations and planning for additional remodeling
- Development of a cooperative plan for enhanced services to students with disabilities
- Implementation of changes to scholarship awarding processes, including use of econometric modeling
- Creation of a center for Student Leadership and Civic Engagement (SLCE) and related programming
- Securing a grant and developing a suicide prevention program
- Incorporating the Office of Alumni Affairs into the Division and implementing the new UW alumni license plate program.
- Revising and updating several university regulations to conform to the *Student Code of Conduct*, current practices, and other regulations

OTHER SIGNIFICANT ACCOMPLISHMENTS NOT INCLUDED IN THE SUPPORT SERVICES PLAN

- Creation of three organizational clusters around Enrollment Management, Health and Wellness, and Auxiliary Support and Services
- Analyzing current safety efforts, recommending enhancements, and supporting creation of the President's Council on Safety
- Securing of a grant for expansion of the AmeriCorps program to Wyoming community colleges
- Expanding Student Affairs new employee orientation and continuing the employee professional development program
- Implementation of the AlcoholEdu alcohol abuse prevention program at UW