

Ohio University
Division of Student Affairs
Strategic Plan 2007-2012

Our Mission

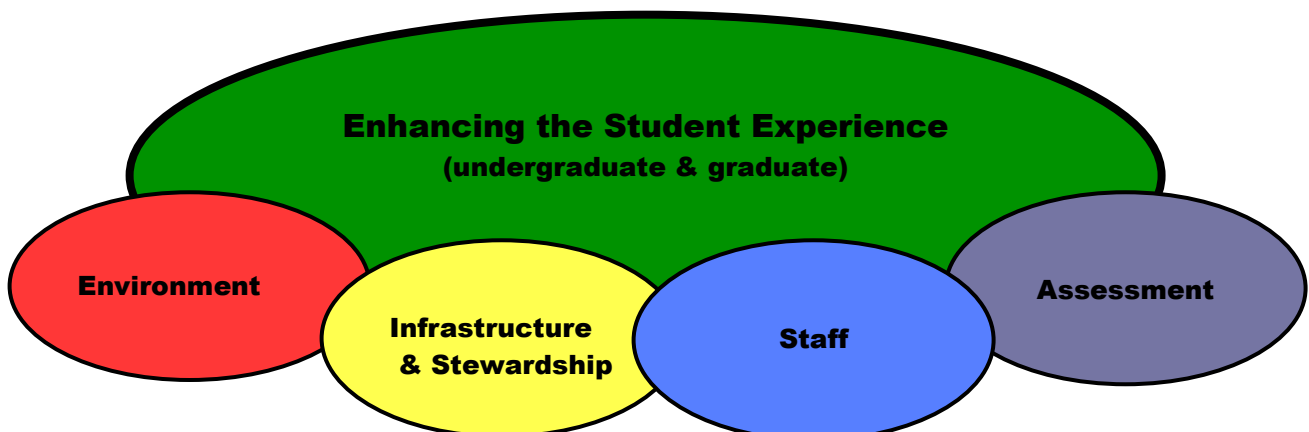
The Division of Student Affairs at Ohio University prepares students to be responsible and contributing members of a diverse, global society by providing learning-centered environments, meaningful out-of-class opportunities, and professional support services that help them learn through their experience and achieve academic success.

In seeking to accomplish our mission, we are committed to:

- Encouraging the development of the whole student and involving all students in the life of the University.
- Cultivating a caring and civil campus community that values responsible and ethical behavior, open and free exchange of ideas, and respect for all people.
- Maximizing our effectiveness through responsible stewardship of resources, support of innovation, and creativity in problem solving.
- Working collaboratively and forming partnerships with each other, with our colleagues across campus and with the community.
- Fostering a participative work environment for our staff which encourages continuous improvement, collaboration, professional development and a balanced lifestyle.

Strategic Plan

Enhancing the student experience is at the core of our work in the Division of Student Affairs. Four areas of focus relate to the core: Environment, infrastructure and stewardship, staff, and assessment. The division's strategic plan outlines efforts within all five areas that can be addressed over the next three to five years.



Enhancing the Student Experience

We are committed to encouraging the development of the whole student and involving all students in the life of the university. We will intentionally connect our students to the campus and community so they are holistically supported and their voices are integral. We will cultivate an environment that encourages, supports and promotes the academic, personal and professional development of students.

To meet this commitment we will:

- enhance the academic success of students
- provide opportunities for student leadership and leadership development
- foster a deeper understanding of the complexities of diversity
- promote healthy lifestyles including low risk choices
- encourage career exploration
- provide practical application of classroom learning and high quality out-of-class experiences

Environment

We are committed to cultivating a caring and civil campus community that values responsible and ethical behavior, open and free exchange of ideas, and respect for all people.

To meet this commitment we will:

- encourage academic, personal and professional integrity
- encourage students to act from a place of fairness, dignity and respect in all endeavors
- develop a culture of collaboration among departments, employees and campus partners
- address the use and misuse of alcohol, drugs and other addictive behaviors
- review, assess and respond to risk management and safety issues
- examine and promote a culture of wellness
- encourage students to be involved in their community

Infrastructure and Stewardship

We are committed to maximizing our effectiveness through responsible stewardship of resources, support of innovation, and creativity in problem solving. Our aim is to develop operational efficiencies that are transparent in nature and reflect accountability.

To meet this commitment we will:

- allocate resources based on our priorities and metric-based outcomes
- remain current with standards, best practices and literature related to our professional areas
- encourage collaboration among staff, faculty and students through open communication
- utilize a transparent and collaborative decision-making process
- provide cutting edge technology, equipment and technical support
- sustain leadership excellence through training, diversity and trust
- seek sources of external funding and development

Staff

We are committed to fostering a participative work environment for our staff which encourages continuous improvement, collaboration, professional development and a balanced lifestyle. We will work collaboratively and form partnerships with each other and with our colleagues across campus and in the community.

To meet this commitment we will:

- create and sustain a culture where staff members are respected, valued and appreciated
- promote and support healthy work behaviors and a culture of wellness and balance
- cultivate a culture of honesty and civility that allows for the sharing of opinions, ideas and dissent without fear of reprisal
- honor diversity and actively seek to diversify our staff
- provide synergistic supervision of staff members including an annual evaluation
- provide continuous professional development through opportunities, support and funding
- conduct biennial compensation audits to ensure internal equity and competitiveness with peer institutions (in consultation with Human Resources)

Assessment

We are committed to utilizing a continuous assessment model that informs policy development, strengthens programs, maximizes resources and enhances services. This model is based on the following guiding principles: the use of appropriate assessment methods, reflection upon our experiences, the use of best practices (e.g., CAS, IACS), the use of current literature related to our professional areas and the use of data collected by Institutional Research. As needed, we will develop research projects in partnership with faculty. The following diagram illustrates our assessment process:

