

DOSA

STRATEGIC PLAN

WHERE WE'VE BEEN



WHERE ARE WE HEADED?

1. Breakthrough objective: Equity and Social Justice

2018-2019

- Created a shared definition of social justice
- Common expectations and directions created to begin updating all position descriptions to include social justice and equity vernacular
- professional development forms were revised to include equity and social justice vernacular. forms implemented January 2019
- Committed to providing quality equity and social justice trainin to every DOSA employee annually

2019-20

- Selected and distributed 373 Diversity Awareness Profiles to help employees create ESJ professional goals
- Developed, distributed, analyzed and shared results of DOSA staff climate survey
- 82% of DOSA position descriptions have been changed to include ESJ language
- 131 in-service opportunities offered for DOSA staff and communicated a new department-led tracking process to help DOSA employees fulfill ESJ in-service requirements
- Facilitated conference-style professional development for all bargaining unit staff
- Collected departmental ESJ goals and distributed more clear guiedelines and expectations for them

2020-21

- Welcome and onboard third cohort of committee members
- Sub-groups: (a) storytelling; (b) professional development
- Ensure all DOSA departments meet December 2020 deadline for updating 100% of job descriptions to include ESJ language
- Write and share final climate report, along with recommendations for enhancing staff sense of belonging
- Communicate with DOSA staff about in-service expectations designed to facilitate conversation between supervisors and employees
- Support department work toward completing unit-level ESJ goals
- Reimagine staff professional development related to ESJ in alignment with NASPA/ACPA competencies

LOOKING
AHEAD

TARGETS FOR COMMITTEE COMPLETION:

- Update 100% of job descriptions to include ESJ language by 12/31/2020
- Maintain a semesterly ESJ in-service reporting process
- Design a consistent ESJ onboarding experience for new staff by 5/2021
- Collaborate with DOSA colleagues to regularly tell stories about ESJ success
- Develop a timeline for continual administration of the staff climate survey
- Communicate recommendations for increasing sense of belonging for DOSA employees with 3-5 years of service

MEASURES OF SUCCESS:

- **Deliverables:** Staff climate survey instrument and reports, job descriptions with ESJ language, in-service reporting tool, ESJ onboarding training session
- **Process:** Share climate survey report and recommendations
- **Behavior:** Departments and supervisors regularly and meaningfully discuss equity and social justice
- **Learning:** Individual and collective ESJ learning measured using an ACPA/NASPA competency rubric

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2. Breakthrough objective: Learning Goals

2018-2019

- Revised terminology to align with academics and provide avenues for future collaboration on common goals for all OHIO students
- Conducted an audit with each department to collect baseline information on how students and student employees are engaging with the learning goals
- Built resources and charged all departments with creating assessment plans in alignment with learning goals

2019-20

- Welcomed, onboarded and engaged our second cohort of committee members
- Supported 16 DOSA departments in developing and presenting assessment plans aligning with at least one of the Learning Goals
- Set date to host the Data Gala showcasing DOSA's progress and results
- Facilitated a DOSA Wednesday Workshop to department directors on assessment
- Asked DOSA to complete OULE foundations level training to enhance DOSA's knowledge and fluency of the eight Learning Goals
- Built materials for an assessment 101 series
- Submitted assessment plans to IEA for inclusion in Clearinghouse

2020-21

- Welcome and onboard third cohort of committee members
- Cultural integration: complete year two of requiring department-specific assessment plans. This includes completing the first full assessment cycle for divisional departments
- Data sharing and representation: Host COVID-delayed Data Gala September 2020 and again in summer 2021
- Accessible education: complete the design of a blackboard course to teach assessment to participants and facilitate the learning with the first cohort of learners-VPC and committee members
- Submit assessment plans to IEA for inclusion in Clearinghouse

TARGETS FOR COMMITTEE COMPLETION:

- When all DOSA departments have moved through 3 cycles of assessment plans
- When 3 cohorts have completed assessment 101 series
- When a process for data collection planning and sharing has been implemented and had a process created around it

MEASURES OF SUCCESS:

- **Deliverables:** integration as a theme. Departments and leaders are knowledge guides for their departments and staff.
- **Processes:** annual reporting, peer-to-peer learning from unit-level data collection, annual Data Gala event
- **Behaviors:** Consolidation of resources and efforts around data collection
- **Learning:** Assessment 101 runs as an ongoing process with cohorts of staff and a process exists for new hires

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3. Breakthrough objective: Retention and Graduation

2018-2019

- Created a shared definition for 'sense of belonging'
- Identified the first 40 days as an important time in creating student sense of belonging
- Conducted a sense of belonging audit within DOSA programs
- Examined existing campus systems for engaging at risk students
- Moved food pantry to improve location and launched meal bank pilot program
- Launched Emergency Microgrant Program

2019-20

- Completed and distributed Sense of Belonging question bank
- Developed, implemented, and analyzed student employee Sense of Belonging survey to inform the create of Student Employment Best Practice Resource for the Division
- Created and completed well-being literature review
- Benchmarked institutions that have established programs for studentes experiencing housing insecurity
- Developed housing intake form
- Complete benchmarking on financial wellness and make recommendations based on it
- Created and disseminated Basic Needs folder for campus community
- Created resources on retention practices in student affairs
- Created recommendations on financial wellness

2020-21

- Welcome and onboard third cohort of committee members
- Collect, interpret and share 19-20 sense of belonging results.
- Redistribute sense of Belonging question bank
- Help with fall 2020 engagement reports
- Write a book chapter on Sense of Belonging for Student Affairs Student Employees
- Track departmental adaptation of Student Employee Best Practices
- Collect and share stories of student employee alumni
- Collect and share stories of how Basic Needs folder has been used
- Partner with colleges to support engagement and retention of at-risk students
- Explore involvement and support in Guarantee+

LOOKING
AHEAD

TARGETS FOR COMMITTEE COMPLETION:

- When all DOSA departments have adapted Student Employee best practices
- Share sense of belonging book chapter
- Stories collected and shared on meeting students with housing and/or food insecurity
- Refinement of tools to support students with housing and/or food insecurity
- 2 target partnerships with colleges

MEASURES OF SUCCESS:

- **Deliverables:** (a) well-being lit review; (b) share definition of 'sense of belonging'; (c) resource on retention in student affairs; (d) Basic needs folder
- **Processes:** (a) sharing sense of belonging data; (b) adaptation and accountability for student employee best practice at department level
- **Behaviors:** Division services and resources linked to Guarantee+
- **Learning:** A better understanding of how to support students' developing and continued sense of belonging on campus