DOSA Strategic Plan 2018-2023
Year two update

Equity and Social Justice Breakthrough Objective
- Developed, distributed, analyzed and shared results of DOSA staff climate survey (160 respondents).
- Selected and distributed 373 Diversity Awareness Profiles to help employees create ESJ personal goals.
- 82% of DOSA position descriptions 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 experience for all bargaining-unit staff in January where staff selected from ESJ sessions related to poverty, addiction, Appalachia and International students.
- Collected DOSA departmental ESJ goals and distributed more clear guidelines and expectations for annual departmental ESJ goals.

The following DOSA units set 2020 equity and social justice goals:
- CIC
- CLDC
- CR
- SACM
- CSSR
- CPS
- CES
- Culinary
- DOS
- HRL
- SAP
- VPSA

Learning Goals Breakthrough Objective
- Welcomed, on-boarded 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.

Learning Goal focus for 2019-2020:

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<tr>
<th>Adaptable Learning Goal</th>
<th>INNOVATIONAL Learning Goal</th>
<th>INTERPERSONAL COMMUNICATION Learning Goal</th>
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<td>DOS</td>
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Set date to host the Data Gala showcasing DOSAs progress and results.
- Facilitated a DOSA Thursday Workshop on Assessment to department directors.
- Asked DOSA to complete OULE Foundations level training to enhance DOSA’s knowledge and fluency of the eight Learning Goals.

Retention and Graduation Breakthrough Objective
- Completed and distributed Sense of Belonging question bank.
- Developed, implemented, and analyzed student employee sense of belonging survey to inform the creation of Student Employment Best Practice resource for the Division.
- Created and completed well-being literature review.
- Completed benchmarking on financial wellness and made recommendations.
- Created and disseminated Basic Needs folder for campus community.
- Created resources on retention practices in Student Affairs.