Division of Student Affairs
2014-2019 Strategic Plan

Missouri State University
On behalf of the Division of Student Affairs at Missouri State University, I am pleased to present the 2014-2019 Strategic Plan. This plan was created with an emphasis on enhancing student learning, development and success.

The Student Affairs Strategic Plan is the product of many hours of intentional, thoughtful work and involvement by Student Affairs professionals, faculty, staff and students. It provides a “road map” for our efforts as a Division over the next 5 years. While many worked on this endeavor, I would especially like to thank the Student Affairs Planning and Assessment Team (PAT) for their diligence and dedication. PAT led our division through a year-long process of review and reflection. Now, this final product is one that all staff in Student Affairs can be proud of.

Through this strategic plan, the work of Student Affairs is aligned with the overall Missouri State University long-range plan, with particular attention to the three overarching and enduring commitments to student learning, inclusive excellence and institutional impact. This plan also serves as a tool to guide the Division and all of its departments for future planning and decision making. It remains our intention to have our actions be consistent with our mission, vision and values.

Go Bears!

*Dee Siscoe*

*Vice President for Student Affairs*
Mission
Missouri State University’s Division of Student Affairs mission is to support student success, foster student engagement, inspire commitment to public affairs, and instill pride and tradition.

Vision
Our vision for Missouri State University’s Student Affairs is for all divisional members to be champions for student success.

Values
Our five core values provide guidance for how we treat each other and those we serve, help inform decision-making, and represent what we revere as we work to achieve our mission and vision.

- **Connectedness** – We foster positive interpersonal relationships, collaborate with others, and work together to better serve students.
- **Diversity** – We strive for an inclusive campus where all are valued and treated with civility and respect. We celebrate the understanding and appreciation of our similarities and differences with a welcoming and embracing attitude.
- **Integrity** – We approach our work with professionalism and ethical standards, seek to provide quality service, apply best practices, and promote a culture of excellence and accountability for student success.
- **Lifelong Learning** – We model and inspire a commitment to lifelong learning with the students we serve. We are holistic in our approach with students, interested not only in their academic success, but also their personal development.
- **Passion** – We believe a vibrant passion for serving students is critical for both student and divisional success.
STRATEGIC DIRECTIONS

#1: Strengthening Division’s Alignment with Supporting Student Success
#2: Furthering Co-Curricular Student Learning
#3: Enriching the Student Experience
#4: Enhancing the Student Affairs Staff Experience
#5: Identifying Resources to Advance Divisional Priorities
STRATEGIC DIRECTION #1

Strengthening Division’s Alignment with Supporting Student Success

Major Objective 1.1: Evaluate the division’s structure to enhance organizational effectiveness.

Major Objective 1.2: Establish an ongoing departmental review process for program and service improvement.

Major Objective 1.3: Develop and enhance communication strategies to strengthen division’s internal cohesion.

Major Objective 1.4: Establish and improve strategic partnerships and communication with other university entities engaged in promoting student success.
STRATEGIC DIRECTION #2

Furthering Co-Curricular Student Learning

Major Objective 2.1: Create holistic learning experiences outside the classroom and provide students opportunities to integrate classroom learning.

Major Objective 2.2: Increase departmental utilization of Student Affairs Learning Domains in assessment activities.

Major Objective 2.3: Create opportunities for students to experience and apply Missouri State’s three public affairs pillars.

Major Objective 2.4: Demonstrate student learning occurring within the division to internal and external stakeholders.
STRATEGIC DIRECTION #3

Enriching the Student Experience

Major Objective 3.1: Expand focus on parents/families specifically related to student recruitment, orientation and first-year experience.

Major Objective 3.2: Support University recruitment and retention objectives by applying creative approaches to ensure prospective and current students are aware of Student Affairs and other University resources.

Major Objective 3.3: Promote and support co-curricular involvement as an important part of a student’s Missouri State experience.

Major Objective 3.4: Foster an organizational culture that embraces a commitment to students as they prepare to become Missouri State alumni and beyond.
STRATEGIC DIRECTION #4

Enhancing the Student Affairs Staff Experience

Major Objective 4.1: Ensure the Division of Student Affairs sustains and improves the capabilities and competencies of its staff.

Major Objective 4.2: Establish Missouri State University as an employer of choice for Student Affairs staff.

Major Objective 4.3: Recruit and retain a diverse Student Affairs workforce that reflects a global perspective and includes all expressions of diversity.
STRATEGIC DIRECTION #5

Identifying Resources to Advance Divisional Priorities

Major Objective 5.1: Identify and prioritize staffing needs across division.

Major Objective 5.2: Identify and develop opportunities for securing outside resources.

Major Objective 5.3: Seek to improve the efficiency and effectiveness of the division and its departments.

Major Objective 5.4: Develop plans for the intentional use of auxiliary savings designated for future projects.