

# UNIVERSITY LIFE STRATEGIC PLAN UPDATES

Last Updated October 9, 2022

## GOAL AREA 1: INCLUSIVE THRIVING COMMUNITY

Outcome 1: Build an infrastructure across the division that supports the development, engagement, and success of historically marginalized populations, by identifying and reducing systemic barriers to access.

### STRATEGY

### STATUS

Develop a comprehensive lifecycle/eco-system analysis for first-generation students from matriculation through graduation and beyond.

In Progress

- Initiative: First-Generation Student Lifecycle Map

Implement campus climate assessment, leveraging data to center the experiences of underrepresented groups and support an inclusive campus environment.

In Progress

- Initiative: Campus-Climate Survey

Increase faculty and staff competency through an integrated professional development series related to anti-racism, diversity, equity, and inclusion.

In Progress

- Initiative: Faculty and Staff Competency

Outcome 2: Build an integrated sequence of learning experiences — in person and virtually — that contribute to identity development, dialogue across differences, racial justice, and community transformation for students at varying levels of engagement.

### STRATEGY

### STATUS

Identify, audit, and connect programs and initiatives that address topics of social justice, diversity, equity, and inclusion.

In Progress

- Initiative: Program Audit

Develop basic, intermediate, and advanced diversity education programs that address learning outcomes at different levels of exposure to subject matter.

Upcoming

Leverage technology to expand diversity training and education workshop delivery to asynchronous, virtual, and hybrid modalities.

Upcoming

Outcome 3: Create an integrated and interdisciplinary, co-curricular approach to racial justice, institutional diversity, equity, and inclusion through enhanced collaborations with university and community partners.

### STRATEGY

### STATUS

Increase University Life and faculty collaborations to diversify the curriculum as well as co-curricular learning experiences.

Upcoming

Establish and articulate an institutional-wide framework and strategy for diversity, equity, and inclusion.

Upcoming

## GOAL AREA 2: ENGAGE ALL STUDENTS

Outcome 1: Transform the student co-curricular experience through innovative academic partnerships.

### STRATEGY

### STATUS

Increase interactions between students and faculty through expansion of the UL Faculty Fellow initiative.

In Progress

- *Initiative: UL Faculty Fellows Initiative Audit*

Promote career preparation through intentional connections between academic and career partners.

In Progress

- *Initiative: Career Preparation Promotion*

Foster a co-curricular learning environment through the Residential Curriculum.

In Progress

- *Initiative: Residential Curriculum*

Outcome 2: Elevate student participation, voice, and leadership through a modernized Mason engagement experience.

### STRATEGY

### STATUS

Identify and enhance gateways to student engagement across the division.

In Progress

- *Initiative: Student Engagement Definition*

Develop a Comprehensive Student Development Philosophy.

In Progress

- *Initiative: Student Development Philosophy*

Enhance student civic engagement opportunities in preparation for lifelong community involvement.

In Progress

- *Initiative: Student Government Redesign*

Outcome 3: Reimagine access, engagement, and belonging among contemporary student populations in an increasingly technological learning environment.

### STRATEGY

### STATUS

Enhance sense of belonging among transfer, off-campus, and online students through intentional engagement strategies and interventions.

In Progress

- *Initiative: Transfer Student Website*

Leverage technology to increase engagement among student organizations and other groups.

In Progress

- *Initiative: Student Polling*
- *Initiative: Student Funding Board Review*
- *Initiative: UX Volunteer Group Implementation*

## GOAL AREA 3: HOLISTIC STUDENT SUPPORT SERVICES

Outcome 1: Create exceptional experiences for contemporary students by providing effective services in priority areas (mental health, coaching for student success, and career readiness).

### STRATEGY

### STATUS

Assess and improve effectiveness of current service delivery models for contemporary student populations in priority areas (mental health, coaching for student success, and career readiness).

Upcoming

Outcome 2: Expand capacity for student services by capitalizing on vendor partnerships, virtual service delivery, technology, and emerging methodology and practices in priority areas (mental health, coaching for student success, and career readiness).

### STRATEGY

### STATUS

Identify and implement service solutions in priority areas that engage vendors, leverage virtual service delivery and technology, and emerging methodology to expand capacity for student services in priority areas.

In Progress

- *Initiative: TimelyCare Implementation*

Develop peer support programs to expand the reach of service units in priority areas.

In Progress

- *Initiative: Peer Support Programs*

Outcome 3: Provide excellent student services that meet or surpass relevant standards and expand the definition of our professional roles beyond direct service provision by providing training for faculty, staff, and students in preventative lay interventions in priority areas (mental health, coaching for student success, and career readiness).

### STRATEGY

### STATUS

Exceed all relevant compliance, accreditation, and industry standards affecting service delivery units.

In Progress

- *Initiative: Compliance & Accreditation Assessment*

Implement targeted training for faculty, staff, and students who can augment professional interventions in priority areas (mental health, coaching for student success, and career readiness)

In Progress

- *Initiative: Responsive & Preventive Training for Key Interventions*

Outcome 4: Ensure the physical and emotional well-being needs of historically under-represented students (students of color and first-generation students) are met.

### STRATEGY

### STATUS

Identify specific well-being needs of historically under-represented students (students of color and first-generation students) and implement interventions designed to meet their needs.

In Progress

- *Initiative: Support Well-being of Specific Student Groups*

## GOAL AREA 4: ORGANIZATIONAL EXCELLENCE

Outcome 1: Cultivate positive staff experiences and develop professional and technological competencies to better support evolving student growth, development, and success need.

STRATEGY	STATUS
<p>Increase employee supervision satisfaction.</p> <ul style="list-style-type: none"> <li>Initiative: Foundational Competency Development</li> </ul>	In Progress
<p>Reduce position time to hire and improve persistence and retention through reviewing organizational structures, human resource policies and practices, and staff title designations and compensation.</p> <ul style="list-style-type: none"> <li>Initiative: UL Recruitment</li> </ul>	In Progress
<p>Build out a professional development framework, ripe with opportunities for training and development, that aligns professional competencies including leadership; social justice and inclusion; and technology as they relate to roles and evaluation processes.</p> <ul style="list-style-type: none"> <li>Initiative: Professional Development Framework</li> </ul>	In Progress
<p>Create recognition programs and/or incentives for units that excel in their implementation of a best practice culture.</p> <ul style="list-style-type: none"> <li>Initiative: Recognition Programs for Units</li> </ul>	In Progress

Outcome 2: Develop a flexible, forward-looking organization through effective communication, change management and resource prioritization plans that increase transparency, enhance efficiencies, and eliminate silos to adapt to the evolving landscape of higher education.

STRATEGY	STATUS
<p>Assess and modify divisional protocol, policies, and procedures ensuring they promote a culture of equity and inclusion among University Life Staff.</p> <ul style="list-style-type: none"> <li>Initiative: Long-term Well-Being</li> </ul>	In Progress
<p>Promote equity and transparency through the implementation of a division-wide resource prioritization and allocation plan.</p> <ul style="list-style-type: none"> <li>Initiative: Resource Prioritization and Allocation Plan</li> </ul>	In Progress
<p>Review and align organizational structure, roles, and responsibilities of staff.</p> <ul style="list-style-type: none"> <li>Initiative: Organizational Structure/Staffing Model Review</li> </ul>	In Progress
<p>Develop and implement a division-wide shared service model that reduces redundancies and expands unit bandwidth for delivery of services.</p> <ul style="list-style-type: none"> <li>Initiative: Value Mapping</li> <li>Initiative: UL MarComm Wrike Implementation</li> <li>Initiative: Journey Management</li> </ul>	In Progress

Develop and implement a division-wide communication plan that communicates divisional impact on student success.	Upcoming
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Create a division-wide standardization for technology practices.	In Progress
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- *Initiative: Technology Practices Standardization*

Outcome 3: Enhance a data-informed culture of evidence which informs continual process improvement and sound assessment principles and planning.

**STRATEGY**

**STATUS**

Continuously improve programs and services through consistent assessment and planning through a student learning and success outcomes lens.	In Progress
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- *Initiative: Pilot Program Review*
- *Initiative: Student Served Dashboard*