Strategic Plan

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Dear Colleagues and Friends:

It is my pleasure to share the Northeastern Illinois University Division of Student Affairs’ 2013-2018 Strategic Plan. This five-year plan has been a collaborative effort across all departments within the Division, with input from faculty, staff, and students.

Our division’s strategic planning emphasizes enhancing student engagement for diverse learners at an urban university. Our divisional goals advance the University’s strategic plan, with particular attention to Goal One: Student Success.

Our divisional goals are:
- Excellence in Student Engagement
- Excellence in Educational Partnerships
- Excellence in Innovation
- Excellence in Professional Practice

The stated mission, vision, and values of the Division of Student Affairs express a strong commitment to student engagement and success. Our mission is to actively support and engage our diverse community of learners through excellent programs and services that enhance students’ personal development, leadership skills, and intercultural competencies to engage in a dynamic global society.

Our strategic plan speaks to an understanding of our diverse university community, our commitment to inclusion, to developing opportunities for creating a global learning community, preparing students to become active citizens, and our pledge to celebrate multiculturalism. As a Division, we have reaffirmed our commitment to continue to assess our effectiveness, seek out best practices, and support innovation.

I would like to extend my heartfelt thanks to every staff member in the Division of Student Affairs as well as Northeastern faculty, staff, and students for their participation in developing this plan. I am delighted to share this with the University community.

Sincerely,

Frank E. Ross III, Ph.D.
Vice President for Student Affairs
The Division of Student Affairs at Northeastern Illinois University actively supports and engages its diverse community of learners through excellent programs and services that enhance students’ personal development, leadership skills, and intercultural competencies to engage in a dynamic global society.

MISSION

The Division of Student Affairs will be a national leader in urban higher education and among Hispanic Serving Institutions through its promising practices to support student success.

VISION

The Division of Student Affairs will be a national leader in urban higher education and among Hispanic Serving Institutions through its promising practices to support student success.

VALUES

The Division of Student Affairs embraces the University’s core values and contributes to student success through:

Holistic Support
We support access to opportunity and are committed to excellence by providing quality programs and services to meet students’ personal, academic, and career needs.

Experiential Learning
We enhance the University community by providing hands-on learning and reflection opportunities for students that enrich their educational pursuits.

Civic Leadership
We encourage empowerment through learning as we educate students to be active citizens that lead with integrity and create change within their University, local community, and in the world.

Social Justice
We celebrate diversity and encourage the idea of equal participation within our society and foster in our students a commitment to creating a more equitable and just world.
STRATEGIC GOAL 1

- Explore and implement strategies to support the success of our diverse student populations.
- Support integrative learning by ensuring Student Affairs programs and services advance the University’s baccalaureate goals.
- Infuse meaningful opportunities for civic learning and democratic engagement throughout Student Affairs to enhance students’ sense of community responsibility.
- Assess Student Affairs programs, services and operations to support continuous improvement and contributions to student recruitment, retention and graduation.
- Develop new traditions that instill pride and cultivate a strong connection to the University.

EXCELLENCE IN STUDENT ENGAGEMENT

- Enhance strong working relationships with Academic Affairs and develop partnerships with individual faculty members to support student success.
- Develop meaningful partnerships with community leaders and organizations that support local and global learning opportunities for students.
- Increase strategic communication with various stakeholders regarding Student Affairs programs and services.
- Develop strategies to engage parents and family members as our partners in student success.
- Support the College of Graduate Studies and Research by ensuring we provide quality programs and services to graduate students.
- Collaborate with faculty and staff at El Centro, the Jacob H. Carruthers Center for Inner City Studies, University Center of Lake County, and the Chicago Teachers’ Center.
Explore and implement programs and services appropriate for the development of new student housing.

Engage in professional development and benchmarking to stay aware of emerging best practices in urban higher education and Hispanic Serving Institutions.

Identify strategies that allow us to anticipate and proactively address the future needs of our students.

Discover and incorporate new technologies that support student success by enhancing the delivery of student services and programs.

Identify opportunities for external funding to support new developments within Student Affairs.

Utilize the Professional Competency Areas for Student Affairs Practitioners as a framework for staff training and development.

Support an intentionally-inclusive and welcoming University community through excellent customer service for all students.

Contribute to the higher education profession by creating and sharing knowledge regarding students at a diverse urban institution.

Develop policies and procedures that support student-centered operations within Student Affairs.

Recruit staff and student employees in Student Affairs that broadly represent the diversity of our student body.

Recognize and reward excellence among Student Affairs staff and others across the University who support student success.
This Strategic Plan is the culmination of planning over the course of the 2012-2013 academic year.

Our Division of Student Affairs’ shared mission, vision, and values will guide our practice and our commitment to our students and the University. The strategic initiatives will empower us to transform objectives into actions. Our strategic plan will provide a framework for our future as we aspire to become a leading Student Affairs division and continue to support our students’ success.

**SEPTEMBER 2012**

**ALL-STAFF RETREAT** ➔ "Student Engagement at Diverse Universities" presentation by Dr. Jillian Kinzie, Associate Director, National Survey of Student Engagement Institute, Indiana University Center for Postsecondary Research

**PRESENTATION** ➔ "Building Capacity to Foster Inclusion" by Rev. Dr. Jamie Washington, Social Justice Training Institute

**OCTOBER 2012**

**BROWN BAG LUNCH ROUNDTABLE** ➔ "Civic Engagement and Social Responsibility" facilitated by Kris Pierre (Student Affairs), Barbara Cosentino (Student Leadership Development), and Barbara Sherry (First Year Experience)

**NOVEMBER 2012**

**BROWN BAG LUNCH ROUNDTABLE** ➔ "Student Engagement at a Hispanic Serving Institution" facilitated by Dr. Claudia Mercado (Admissions)

**JANUARY 2013**

**BROWN BAG LUNCH ROUNDTABLE** ➔ "Supporting Latino Student Success", facilitated by Dr. Christina Gomez (Latino & Latin American Studies)

**FOCUS GROUPS** ➔ with Students, Administrative & Professional Council, Civil Service Council

**STUDENT SURVEYS** ➔ Online and hand to hand distribution. Evening Student Survey Tables in Bernard Brommel Hall, College of Business and Management, Library and Lech Walesa Hall

**FEBRUARY 2013**

**BROWN BAG LUNCH ROUNDTABLE** ➔ “Supporting African American Student Success” facilitated by Robert Bedford (Project Success) and Kimberly Everett (African/African American Resource Center)

**ALL-STAFF ROUNDTABLE** ➔ Student Affairs Division “Innovation Roundtable Meeting” with Dr. Jeanna Mastrodicasa, Assistant Vice President for Student Affairs, University of Florida

**DRAFTING** ➔ Student Affairs Leadership Team and Strategic Planning Committee work with Dr. Mastrodicasa developing draft of strategic plan

**MARCH – APRIL 2013**

**DRAFT REVIEW & REVISION** ➔ Student Affairs Leadership Team review and roundtables of Strategic Plan draft. Strategic Planning Committee revise draft of strategic plan based on input from Strategic Plan Roundtables, identify and schedule meetings with University stakeholders

**APRIL – MAY 2013**

**FEEDBACK REVIEW & INCORPORATION** ➔ Student Affairs staff and stakeholders university wide provide feedback on plan

**JUNE 2013**

**COMMITTEE SUBMITS REVISED PLAN TO VICE PRESIDENT FOR STUDENT AFFAIRS. FINAL REVISIONS REVIEWED AND APPROVED BY THE PRESIDENT OF THE UNIVERSITY.**

**JULY 2013**

**FIVE YEAR STRATEGIC PLAN IS LAUNCHED.**

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**the STRATEGIC PLANNING COMMITTEE**

**Juan Guardia, Chair**

Jason Demma  
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