

## Division of Student Affairs Strategic Plan

2023-2026

### Mission

The Division of Student Affairs fosters success through cultivating a sense of belonging, supporting wellbeing practices, and creating opportunities for career skill development.

### Vision:

We create a transformational experience that prepares students to lead in an ever-changing global environment.

### Divisional Priorities

Our Divisional Priorities *of Sense of Belonging, Health and Wellbeing, Career Readiness, and Staff Success* were developed to help us as a division to carry out our mission. Documents that informed our strategic planning process included the [FAU Strategic Plan](#), [US News & World Report Rankings](#), and the [Florida Board of Governors' Performance Funding Metrics](#) (specifically Metrics 1, 2, 4, 5) We also considered the needs of our FAU community-the students, their families, alumni, staff, local employers and community members, and the faculty.

***Sense of Belonging:*** We create an environment where people feel valued, respected, and included through programs, services, and inviting spaces.

### Sense of Belonging Goals

1. Provide students with opportunities to connect with their peers or staff members.
  - 1.1. Increase the number of students engaging in formal mentoring programs.
  - 1.2. Increase the number of students intentionally interacting with staff members or para-professional staff members (i.e., SAS, Career, Dean of Students, First Generation Student Success, Military and Veteran Student Success Center, Student Health, Counseling and Psychological Services, Housing Check-ins)
  - 1.3. Increase participation in formal student groups i.e., student government, academic clubs, honors societies, Fraternity and Sorority Life, student clubs, organizations, intramurals, sports clubs.
  - 1.4. Cultivate physical and virtual environments for groups to meet, taking into consideration accessibility, identity, and other demographics when planning the event.
  - 1.5. Increase student opportunities to meet and network with professionals outside of the division of student affairs (i.e., academic affairs, interfaith, city leaders)
2. Provide opportunities for students and their families to participate in campus traditions.
  - 2.1. Increase participation in onboarding initiatives including Trio Programs, Pre-Collegiate Outreach programs, Orientation, How to FAU/First Saturday in Paradise, Red and Blue Weeks, Family Success Conference, Family Events, Need Help Just Ask (NHJA)
  - 2.2. Develop new programs and enhance current programs to help families and students navigate campus, including the physical campus and campus resources.

- 2.3. Deepen partnerships with Admissions, Athletics, UAS, Colleges and Financial Aid to help students engage in the FAU experience.
3. Create new strategies while deepening existing strategies to demonstrate to students that they belong at FAU.
  - 3.1. Develop and deepen personalized outreach strategies including using the call center, mail merged emails, and open office hours.
  - 3.2. Create new and innovative marketing strategies to help students see themselves at FAU.
  - 3.3. Create new traditions that target groups of students at key points such as the end of the first year (retention) or graduation.
  - 3.4. Improve and develop new communication methods with families, faculty, and other community members.

**Health and Wellbeing:** We prioritize well-being practices that lead to health and flourishing as the foundation through which our students can succeed.

#### Health and Wellbeing Goals

1. Create spaces and opportunities for students in our community to learn about and utilize resources which enhance their health and wellbeing.
  - 1.1. Develop, innovate, and encourage FAU community members to attend outreach programs such as (and not limited to) Let's Talk, Open Houses, Office Hours, Presentations on and off campus.
  - 1.2. Continue to weave resource training into orientation and onboarding, while also finding new ways to integrate resource training into processes after students' first year.
  - 1.3. Create digital and interactive marketing to advertise services with an emphasis on how multiple wellbeing practices (i.e., sleep, exercise, stress management, mindfulness, spirituality) connect to personal, professional, and academic success.
  - 1.4. Implement training and resources for faculty, staff, and students on awareness of behaviors and how to make referrals to both on and off campus resources.
  - 1.5. Increase utilization of outdoor spaces and consider health and wellbeing need when designing or redesigning spaces.
2. Establish policies and procedures that consider and promote overall health and wellbeing.
  - 2.1. Implement programs related to health and wellness policies (i.e., hazing prevention, Kognito training, housing health and wellness check, insurance compliance, primary care services, AlcoholEDU, and Everfi)
  - 2.2. Review, practice, and improve our emergency response planning so we can be prepared for different types of crises.
  - 2.3. Improve processes and protocols related to student wellbeing and follow-up.
  - 2.4. Address the problems of and provide support to students facing homelessness, food insecurity, foster care, and other types of case management.
  - 2.5. Appropriately use task forces and committees at the campus, local, state, or national level to gather new ideas and best practices for health and wellbeing.
3. Engage students in programs, intentional conversations, and through forming habits to promote health and wellbeing.

- 3.1. Assess the barriers that prevent students from engaging in health and wellbeing and create solutions to address these barriers.
- 3.2. Emphasize promotion of habits related lifelong wellbeing through conversations around financial wellness, goal setting, spirituality, stress management, values clarification, etc.
- 3.3. Promote utilization of campus and local resources related to health and wellbeing.
- 3.4. Continue to promote and create opportunities for virtual and asynchronous resources.
- 3.5. Respond to emerging trends in the student population.

**Career Readiness:** We will provide our students opportunities to develop and grow in career skills, as identified by employers as essential for employees, to provide them a competitive advantage for the future.

#### Goals for Career Readiness

1. Provide students with opportunities to engage in career related activities.
  - 1.1. Increase attendance at the career center and career fairs through collaborative activities and identifying populations for specific outreach.
  - 1.2. Create marketing (i.e., newsletters, webinars, presentations) to share career readiness strategies with student and families at different points throughout their college career.
  - 1.3. Develop relationships with faculty, colleges, alumni, other FAU partners, and local employers to provide career and graduate school related activities for FAU students.
  - 1.4. Infuse career readiness language into all parts of the Division of Student Affairs such as Student Organization Renewal, experiential learning opportunities, and one on one meetings with students.
2. Create opportunities for students to engage in experiential learning.
  - 2.1. Increase meaningful student employment, internships, job shadowing opportunities, academic service learning, and volunteer positions.
  - 2.2. Create opportunities for students to receive feedback on their learnings from student employment, internships, job shadowing opportunities, and volunteer positions within the division.
  - 2.3. Increase documentation of experiential learning (student leadership, work experience, internship experience, study abroad, and others)
3. Create training for students to increase skill development and address skill gaps.
  - 3.1. Provide progressive training, yearly training, and on demand training for student leaders, interns, and employees.
  - 3.2. Increase attendance at training or conferences on topics such as leadership, career development, financial literacy, interpersonal communication, emotional intelligence, assessment/technology, or other skill areas.

**Staff Success:** We create an environment where staff are equipped to do their best work to help our students succeed, through focusing on staff retention, development, and engagement.

#### Goals for Staff Success

1. Establish divisional traditions for staff members to create a sense of belonging.
  - 1.1. Provide a consistent onboarding experience for all new staff for student affairs, and progressive training as positions change.

- 1.2. Develop divisional traditions such as beginning and end of the semester gatherings, new staff meet and greets, spirit Fridays, and affinity groups.
- 1.3. Create opportunities for staff to interact outside of their units including taskforces, committee work, or social gatherings.
- 1.4. Train staff members on how to welcome students into our spaces, have intentional conversations, and create a sense of belonging.
2. Promote Staff Health and Wellbeing at all levels of the division.
  - 2.1. Create specific and appropriate options for staff work arrangements for flexible scheduling and hybrid work.
  - 2.2. Provide opportunities for staff to engage in personal learning around all tenets of wellbeing such as physical health, mental health, financial wellness, goal setting, spirituality, stress management, values clarification etc.
3. Create training for staff to increase skill development and address skill gaps.
  - 3.1. Provide progressive training, yearly training, and on demand training to increase skills and knowledge of best practices and to address skill gaps and emerging trends.
  - 3.2. Increase attendance at training or conferences on topics such as leadership, career development, financial literacy, interpersonal communication, emotional intelligence, assessment/technology, or other skill areas.
  - 3.3. Provide feedback for staff through performance appraisals to promote learning.
  - 3.4. Create a career coach training for supervisors of student staff to extend impact on student employees across the University.