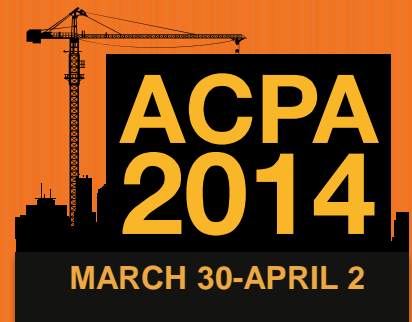


CELEBRATING
90 YEARS!

REINVENT

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Reinventing Student Affairs Priorities Through Assessment And Planning

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Strategic Planning: Why do it?

- To ensure that people, facilities, capital, and other resources are deployed in the most effective way possible for supporting student success in ways that are valued at your institution

Strategic Planning: What does it do?

- Division and Departments
 - Clarify what is important
 - Enables prioritization in face of limited time and resources
 - Identify performance gaps
 - Overall and subgroups/subpopulations
 - Use a shared framework helps identify potential redundancies or opportunities for collaboration

Strategic Planning: What does it do?

- Individual Staff Members

- Clarify what is important
 - Decreases ambiguity and provides focus within a wide range possible work
- Build ownership in shared priorities
 - Everyone should understand how their work relates to division objectives
 - Overall and subgroups/subpopulations

Strategic Planning: What does it do?

- Individual Staff Members

- Assessment should provide evidence that staff are contributing in ways that are valued by them and the division

Planning in the Larger Context



Initial Planning

Guiding Questions:

- What do we want to achieve?
 - Vision, Mission, Goals, Objectives
- Where do we stand now?
 - Baseline Assessment

Initial Planning

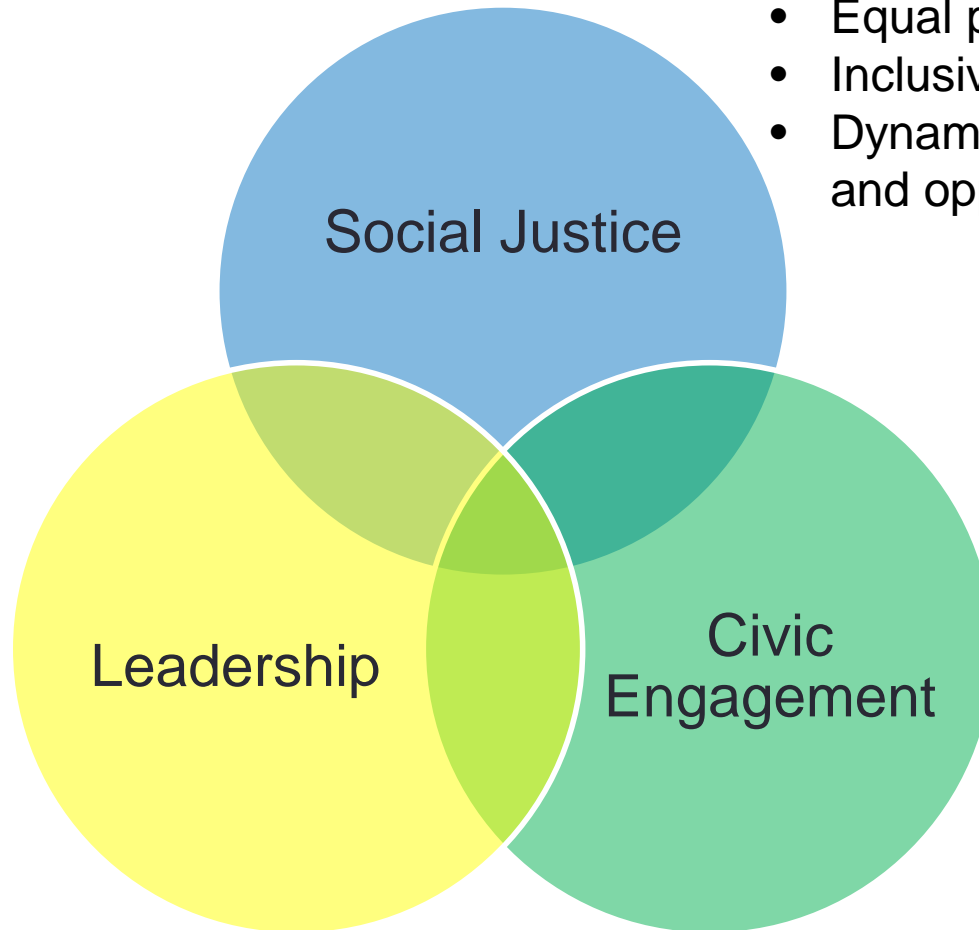
Guiding Questions:

- How are we going to achieve change?
 - Strategies, Action Plans
- How will we know it's been achieved?
 - Assessment plans, KPIs

Responses to Assessment

- Targets met?
 - Set higher or different for next time
 - Refine (key in on sub-populations, etc.)
- Targets not met?
 - Re-evaluate strategies?
 - Are measures valid?
 - Continued priority?

OSI Strategic Priorities



- Equal participation
- Inclusivity
- Dynamics of power and oppression

- Social Change
- Collaboration
- Common Purpose
- Self-knowledge

- Positive change
- Educationally meaningful service
- Community improvement

IUPUI

**OFFICE OF STUDENT
INVOLVEMENT**

Strategic Plan - OSI

OBJECTIVE	ACTION	TIMELINE	STATUS	EMPLOYEES RESPONSIBLE	LEADER	COLLABORATION
1C15 Research and develop on-campus alternative programming options to promote healthy and socially responsible student behavior.		9/30/2014	In process	Van Auken, McKay	McKay	
1C16 Establish or improve student organization recognition process (SOLD) to ensure relevancy to student population and organizational growth and development.		5/31/2014	In process	McKay		
1C17 Research and improve student organization advisor training to ensure consistent and knowledgeable support for student organizations.		5/31/2014	Not started	McKay		
1C19a Develop a mechanism to maintain strict adherence to best practices and values-based approaches to advisement and oversight in order to better ensure a healthy, informed and productive FSL community	Research and adapt national practices for implementation and development for the FSL community	5/31/2014	In process	Snowden		

Assessment reporting - OSI

Simple prompts designed to assist staff in meeting enduring goals and priorities:

Assessment reporting - OSI

What program are you assessing?

Assessment reporting - OSI

Planning:

What are the learning outcomes for this program, written in SWiBAT (“students will be able to...”) form?

Assessment reporting - OSI

Planning:

How will you help students achieve this/these outcome(s)?

Assessment reporting - OSI

Planning:

What instruments will you use to measure students' learning?

Assessment reporting - OSI

Closing the loop:

What were the findings of your assessment?

Assessment reporting - OSI

Strategic plan/priorities:

How does this program demonstrate learning along one or more of the PCLs?

Assessment reporting - OSI

Strategic plan/priorities:

How does this program incorporate two or more of the OSI strategic priorities? Include evidence that you have checked your program and its outcomes against insight from content experts in the priorities you list.

Assessment and programming - OSI

Finding:

Students learning OK by themselves in disconnected leadership development experiences, but...

Assessment and programming - OSI

Finding:

Students indicate they would like more of a community to develop their leadership lessons.

Assessment and programming - OSI

Response:

Lead IUPUI initiates new program, “Leadership Launch,” designed as integrated cohort to which students must apply.

Assessment and programming - OSI

Assessment of response:

Leadership Launch tested to ensure learning happening as intended, with attention paid to changes made and the effects of those changes

NPHC – GPA and Membership

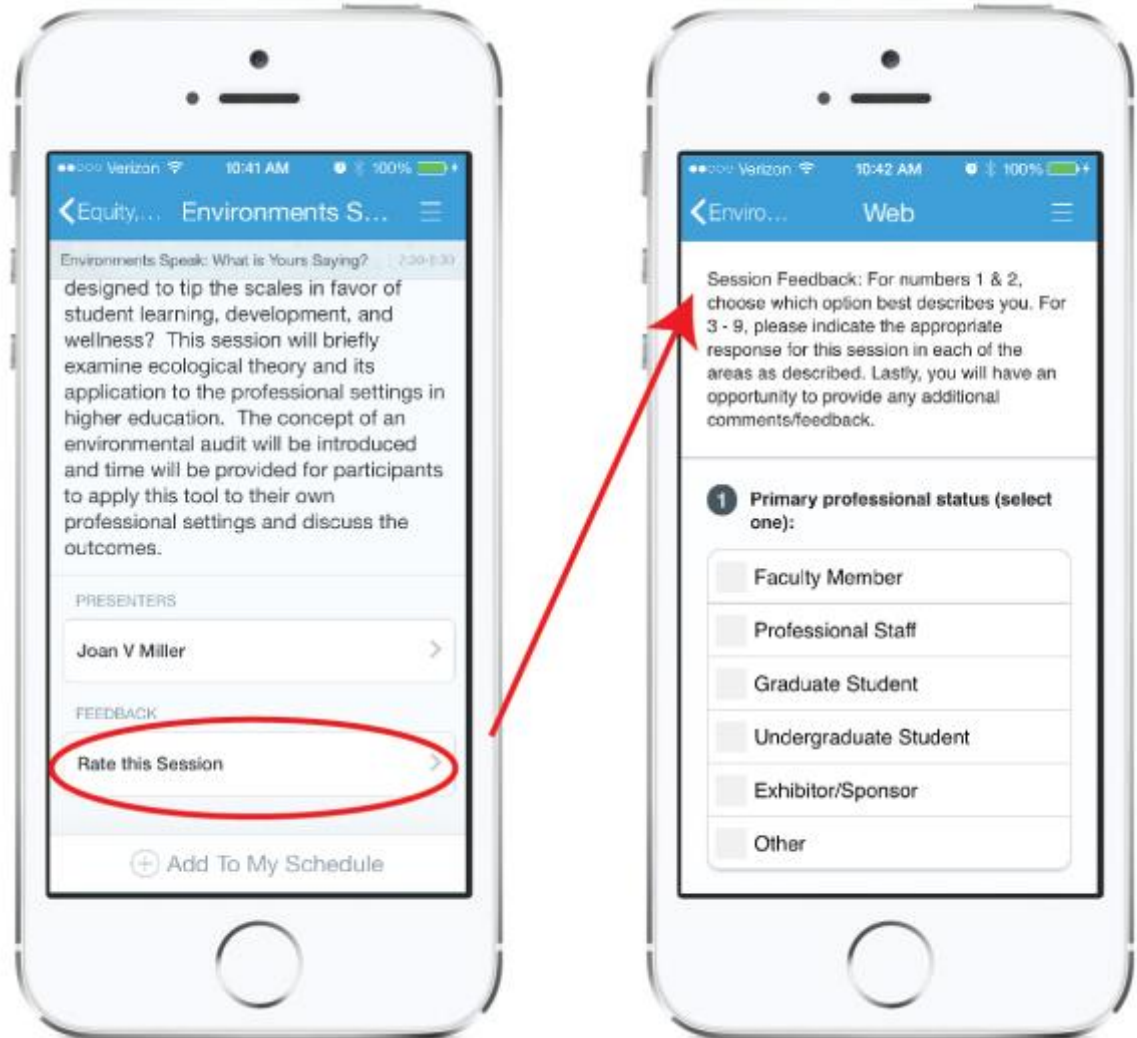
Rank	Chapter	Active Members	Active GPA	Active Cum
14	Omega Psi Phi	1	**	**
15	NPHC Avg.	32	2.00	2.73
16	Alpha Phi Alpha	8	2.04	2.65
17	Zeta Phi Beta	1	**	**
18	Delta Sigma Theta	3	**	**

NPHC Community – needs of practice

- Town hall served as focus group (snowball/sample of convenience)
- Stakeholders all present
- Third-party facilitator
- Semi-structured “interview”

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