

Student Affairs Strategic Planning Team



Contact Information

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Whole System Change

- Appreciative in nature
- Multiple realities exist
- Sensitive to power dynamics
- Changing conversations changes human systems (like organizations)
 - *Changing who participates in them*
 - *Changing the language we use*
 - *Changing the way we talk about our work (not changing the work itself)*



Why This Way?

- **Collaboration**
 - Within the division
 - Across campus
- **Communication**
 - Transparent
 - Space to gather thoughts and feedback
- *Learn more about one another's area of practice, programs, services, etc.*

Strategic Planning Committee

Application
Process



2 Year
Term

Members
Rotate
Off

Timeline

- **Summer 2011:** Student Affairs Division Reorganization, applications for strategic planning committee distributed
- **Summer 2011 Advance Topic:** Thematic Reorganization, focus on Diversity
- **Fall 2011:** Strategic Planning Committee begins work,
- **Winter 2011 Advance Topic:** Mission Statement, Vision, Core Values
- **Spring 2012:** Mission Statement, Vision, Core Values drafted
- **Summer 2012: Advance Topic:** Whole System Change
- **Fall 2012:** Finalize definition of global citizen, draft and finalize strategic priorities
- **Winter 2012: Advance Topic:** Professionalism
- **Spring 2013:** Draft and finalize common learning domains
- **Summer 2013: Advance Topic:** Student Persistence
- **Fall, 2014:** Begin division-wide assessment plan, executive summary
- **Winter 2014: Advance Topic:** Assessment

Core Values

Spring 2012

- Foundation of our work
 - Our driving force
 - Attitudes and practices that support long-term success
 - Reference point for behavior and decision-making
- Common to all areas

Mission Statements

Spring 2012

- More practical focus
- Clear, succinct representation of the reason the community exists
- Route to the destination described in the vision statement

Vision Statements

Spring 2012

- Ideal Destination
- What our division wants to become
- Should resonate with all members of the community
- Help community feel proud, excited, and connected
- Clear, inspirational, challenging and almost impossible to achieve

THE UNIVERSITY OF TAMPA | STUDENT AFFAIRS

VALUES, MISSION, VISION AND PRIORITIES

CORE VALUES IN ACTION

STUDENT-LEARNING CENTERED

- Solicit and consider student needs when making decisions and planning programs;
- Develop student programs and services that achieve purposeful educational outcomes and learning;
- Promote the value of experiential activities that support and enhance the academic curriculum;
- Empower students to be involved and/or have ownership of programming and co-curricular activities.

COLLABORATION

- Engage in teamwork that leads to positive social change;
- Celebrate individual and group success;
- Participate and contribute one's personal best in group efforts;
- Transcend boundaries to engage other departments, student organizations, and external groups in programming and services to achieve desired outcomes.

COMMUNITY AND CITIZENSHIP

- Live the values of the Spartan Code;
- Foster a sense of shared responsibility for each other, our buildings, environment, student organizations, and the on - and off campus community;
- Actively participate in the campus community by serving on committees, volunteering to assist with student programs and attending events;
- Promote opportunities for students, staff and faculty to engage in civic and community activities locally and globally;
- Lead yourself and others in a way that has a positive impact on the community.

DIVERSITY

- Create a learning environment that encourages and supports unique perspectives and values;
- Recognize and address the needs of differing student populations;
- Offer programs and services that promote and demonstrate inclusion.

PERSONAL RESPONSIBILITY

- Take personal responsibility for success and failure and strive to exceed the expectations of self and others;
- Maintain a positive attitude, refrain from participating in negative talk about others and resolve conflict maturely;
- Seek personal wellness by attending to physical, intellectual, spiritual, social, occupational and emotional needs;
- Serve as a role model for students and colleagues by leading through example.

PROFESSIONALISM

- Set high expectations for team and individual work;
- Conduct one's self with dignity, respect, civility and integrity;
- Encourage professional growth and development;
- Model and encourage professional appearance, language and ethical behavior both inside and outside the University environment.

MISSION STATEMENT

Student Affairs at The University of Tampa educates and empowers students to be global citizens through experiential and diverse learning opportunities that reinforce the values of the Spartan Code and enrich the lives of others.

VISION STATEMENT

Student Affairs at The University of Tampa will be known for its dynamic and collaborative campus community that engages every student in innovative learning experiences resulting in student success and life transformation.

STRATEGIC PRIORITIES

COMMUNICATION

Implement creative and relevant communication strategies to increase visibility and involvement.

PARTNERSHIPS

Create campus and community partnerships to enhance the student experience.

CAMPUS CULTURE

Foster a campus culture that is inclusive and supportive to aid in student success and retention efforts.



The University Of

T A M P A

SYMBOL OF EDUCATIONAL EXCELLENCE

Global Citizen Defined

Fall 2012

- Finalize definition of global citizen

A Global Citizen understands and contributes to a constantly changing world including its diverse cultures and values.

A Global Citizen is someone who:

- *Values the inclusion of diverse cultures and thought;*
- *Participates in the community from local to global levels;*
- *Takes personal responsibility to define his or her role within the world community;*
- *Feels an ethical responsibility to others.*

Strategic Priorities

Fall 2012

- Our (broad) strategy for leveraging our core values and mission to achieve our vision.
- Priorities are essentially our objectives
 - This helps everyone make operational and resource allocation decisions.

Strategic Priorities

Fall 2012

Implement creative and relevant **communication** strategies to increase visibility and involvement.

Create campus and community **partnerships** to enhance the student experience.

Foster a **campus culture** that is inclusive and supportive to aid in student success and retention efforts.

Developing Learning Domains

Spring 2013

Learning Domains Process

1. Review of departmental learning outcomes to identify themes
2. Examine CAS Learning Domains and Dimensions
3. Draft Learning Domains and *Descriptors* to align with Division of Student Affairs at UT
4. Finalize Learning Domains and Descriptors incorporating feedback from departments

Learning Domains

| CAS Learning Domain | UT Student Affairs Learning Domain |
|---|---|
| Knowledge acquisition, integration, and application | Intellectual competence |
| Cognitive complexity | Thinking and reasoning |
| Intrapersonal development | Intrapersonal development |
| Interpersonal development | Interpersonal competence |
| Humanitarianism and civic engagement | Global awareness and civic engagement |
| Practical competence | Life skills |

Where we are today...

Summer 2013

Departments:

- Utilize strategic priorities and learning domains when setting goals for next year
- Annual report alignment
- Continue to intentionally assess student learning

Future:

- Utilize for new budget proposals
- SACS Accreditation

SA Strategic Planning Committee – Fall 2013:

- Executive summary of strategic priorities and learning domains for Division of Student Affairs
- Map assessment plan for Division of Student Affairs

Lessons Learned

- Strategic planning team members = advocates
- Early and ongoing engagement with process
(departmental feedback sought continuously)
- Ongoing professional development and support
(summer camps and SA advances intentionally planned to align with strategic planning process)
- Communication and collaboration



- http://www.youtube.com/watch?v=zEB1OX24P64&feature=player_embedded#t=12