

**Cal Poly Pomona
Division of Student Affairs
Student Affairs Advisory Committee
Strategic Planning Retreat – Nov. 29, 2017**

Themes That Emerged

Collaboration/Engagement

- Student Success Plan in collaboration with Academic Affairs.
- Student Affairs will collaborate with campus to prepare students for the future of work and civic engagement
- Student Affairs and Academic Affairs will work more collaboratively and strategically in serving underserved populations in our summer transition programs
- Leadership development in collaboration with Academic Affairs.
- Clear communication plan → re-branding effort?
- Everyone in the Division of Student Affairs will learn, then consistently model, the behaviors of a collaborative learning organization where self-renewal is an anchor value
- Consider ways to centralize process & efforts across Divisions, to serve student needs & retain/maintain institutional knowledge
- Student Affairs will collaborate with campus for career & personal course for students
- University SP Initiative II: Students engagement = sense of belonging – curricular & co-curricular experiences
- Unique polytechnic co-curricular pathways that prepare students for future life
- Research, develop and implement a clear program or path of co-curricular activities and experiences that each student should undergo on their path to graduation
- Student Affairs will foster opportunities for engagement of both students and staff across campus
- Education will be provided to partners (advisors, staff, faculty) on engaging and linking students

Student Success (across multiple identities)/Coaching

- Student Affairs will create a “Coaching” culture that is consistently applied throughout the Division
- Students with disabilities will have access to a successful university experience
- Everyone in the DSA will actively work to ensure all students are successful
- Adopt Cross Divisional language to “coach” students to their success.
- Help students to identify and achieve their highest aspirations
- Student Affairs will enhance student experience by collaborating with campus partners to promote student success connection with campus, engagement and sense of overall wellbeing

Professional/Personal Development for Staff

- All student will increase their awareness of their level of health and wellbeing
- Create a professional development track for staff in Student Affairs – become a learning organization
- Student Affairs will begin to become workforce centered & provide healthier workloads & committee service expectations.
- Opportunities for personal renewal will be built into operations/planning.
- Assess staffing to ensure individual has a reasonable workload

- Talent Development. Leadership skills building across division
- Staff development and well-being is a priority for Student Affairs as demonstrated by (3) programming opportunities throughout the year
- Student Affairs will generate opportunities for personal and professional development of staff and students

Student Wellbeing /Renewal

- All students will receive education on healthy coping strategies to address distress
- University SP Initiative II: Create a culture that promotes wellbeing
- Student Affairs will take the lead in promoting a campus culture that is relationship-based. (Founded in wellbeing resiliency and renewal)
- Student Affairs will focus on campus visibility of our administrators & staff
- Identify and recognize strengths and value each employee adds to our organization
- Focus on campus health & wellbeing. "Holistic Model"
- All student will know about health, counseling, wellness and advocacy resources available at CPP

Assessment/SLOs/Data Reports

- Infuse Assessment principles & practices into all department & staff positions.
Assessment = Value
- Division wide student learning outcomes
- Goal – Related to assessment efforts → Reports to show good work we do
- Drive decision making & define resource allocation with student wellbeing as the priority
- Learning organization with permission to "fail" and commitment to growth, expertise of student experience and telling the student's story with data

Budget/Human Resources/Community Spaces

- Fiscal, human resources & capital resource infrastructure to expand services & support student success
- Gathering spaces including outside living rooms that invite sense of belonging and connection
- Change the face of campus through strategically placed student support building and spaces
- Co-create a vision for a revitalized campus core for student life
- New student union to serve as the epicenter for engagement and community
- Create park-like spaces around campus.
- Student Affairs will see new revenue streams to enhance & sustain work
- IT – Infrastructure

Student Career Planning/Career Readiness

- Student engagement & career ready "Planner"
- Student Affairs will take the lead in developing a career readiness model for students
- Establish a career engagement/ career planning interactive series for all students from freshman to senior year
- Polytechnic uniqueness of student experience:
 - Integrated life across campus
 - Start life planning at CPP entry
- Objective- Student will be able to define and articulate what a polytechnic education is (w/o using "learn by doing")

Life Skills/Life Planning/Skills Building

- Infuse multicultural competencies into the co-curricular experiences
- Developmental objectives for student employee learning across campus
- Student leadership development is an important skill as demonstrated by the programming opportunities offered to all new students
- Life planning infused across student experience that focuses students on readying themselves for future of work, health, relationships, etc.
- Student Affairs will seek to establish restorative justice measures instead of suspension and/or expulsion practices
- Re-envision our division of student affairs as a “Polytechnic” division of student affairs - embedding the “applied skills development model and learn by doing philosophy in all of our units and services

Redesign of Student Transitions/Entry and the Transfer Process

- Student Affairs will assist with the building of capital for 1st time freshman and transfer students
- Student Affairs will take the lead in re-imagining the transfer student experience
- Re-design entry and transition experience for all students

Inclusive Excellence

- Lead the effort to change the culture of the institution by changing the language and behavior. (Ex. Don't use words such as dorms for residence halls, second year for sophomore)
- Expansion of Male Success Initiative for all class years
- Celebratory community: Cohesive Bronco pride while valuing uniqueness and diversity
- Eradicate equity gap
- Create a sense of belonging and community for all students at Cal Poly Pomona
- Retention related Evaluation
 - Basic needs support
 - Serving special population
 - Cultural centers. Do we have enough?
 - How inclusive are we? For Example: How do we serve our Muslim students?