

Cal Poly Pomona Division of Student Affairs

Strategic Planning Retreat
“DEVELOP...STRATEGIZE...ACT”
January 31, 2018

Data Analysis Report
Student Affairs Strategic Planning: Goals and Objectives

1. Promotion of Student Success Across Multiple Identities

Themes: (37 comments)

Inclusion of student identities and impact of intersectionality is everyone's work.

Student success coaching and mentoring.

Define student success (high aspirations?) and set benchmarks for all departments.

Cultural competency as a learning outcome for students.

Success Center as a model.

Important concepts: Collaboration, assessment, staff training, first year programs

Outlier: Confusion about Student Success goals (big picture). Question: are we referring to the University's goals and initiatives or DSA's?

2. Student Well Being and Renewal

Themes: (55 comments)

Student wellbeing from a holistic approach

Campus-wide health and wellness programs, including SA and AA

Campus climate study to assess prejudice and discrimination. (could move to goal 1)

Utilize the BRIC for programs and services

Include mental and physical health indicators in the

coaching/advising/counseling relationships

Confusion on terminology including “renewal”, “relationship-based campus culture”, and “advocacy”

Staff well-being and renewal

Wellness work informed by culture and identity

Bring all related service areas under one roof

Include students in the discussion and development of programs and services

Accessibility in all forms needs to be addressed

Important concepts: First year programs, transition out of college, staff training, and collaboration

Outliers: Spirituality, healthy and affordable meals, sustainability, use of social media, concepts of gratitude/mindfulness

3. Integrate Life Skills and Life Planning into Co-Curriculum

Themes: (38 comments)

Dissolve this item and absorb ideas into other items

Develop student leader competencies

Develop student staff development plan

Identify life skills and build training and development into other experiences such as leader training, first year programs, etc.

Connect to post college skills, career/employment, perhaps use alumni as mentors

Outlier: Address critical thinking skills

4. Improve Student career Planning and Readiness

Themes: (34 comments)

More institutionalized internship opportunities for students, perhaps mandatory?

Alumni involvement as mentors and speakers

Link to the academic and classroom experience

Can this be absorbed into another item and/or does this need to be an item?

Don't we already do this?

Important concepts: First year programs, transition out of college, staff training, and collaboration

5. Redesign of Student Transitions

Themes: (36 comments)

Strengthen experience for transfer students.

Strengthen experience for commuting students.

5b is confusing, not sure what it means.

Find ways for first year students to get involved on campus.

Strengthen the academic connection and understanding for first year students.

Pay close attention to transition issues.

Important concept: Collaboration

6. Promote Inclusive Excellence

Themes: (26)

Increase access for transfers and parents

Orientation through graduation

More engagement within campus

Establish stronger school spirit and bronco pride by creating more affordable housing on campus

Provide a cultural center for student with disabilities

Require ally training for all academic affairs staff as part of training

Our ability to see special student groups and populations within the larger population and to serve them based on their special needs is one of the great opportunities we have for unique contributions of the division

Comment: DSA should look at how the campus is falling short on inclusive operations and events. Look at the campus community that people want to be a part of and break the stigma of CPP being a “Commuter” campus.

7. Focus on Collaboration and Engagement Across Campus

Themes: (29)

Communication across departments/division needed for our goal of student success

Create a Life after College series. Collaboration across departments, institutionalized an campus

We need to know more about all the great things other DSA offices are doing to help students so we can better connect students and get them more engaged and plugged to CPP community

Do students value co-curricular experience offerings and understand the value post- graduation?

Develop service-learning partnerships in academic affairs so that SA departments can be sites for service learning.

Comment: Both AA and SA seem to be disconnected. Collaboration is something that continues to surface throughout the data.

8. Professional and Personal Development for Staff

Themes: (46)

Increasing funding and opportunities for external professional development training

Create opportunities and provide pathways for internal growth and promotion

Offer competitive pay

Provide campus options for stress management and well being

Comments:

Invest in people

Workshops that encourage/mandate interaction. Not just online courses

Encourage staff to remember/know their values align with SA

Combine with #10

Renew or reimagine division STAR award

Currently this is not something that is supported across the division, but it's should be

This is a must priority. Strong staff moral creates a strong work environment

9. Strengthen use of Assessment

Themes: (22)

Provide assessment training and time to do assessments

Have a dedicated SA assessment office for compilation and analysis of data

Communicate and share outcomes with faculty, staff and students in a useful and understandable way

Assessments should align with institutional strategic plan and address student needs

10. Focused Resources: Human. Budget, and Community Physical Spaces

Themes: (40)

Provide designated staff gathering spaces and events, more office space

Create areas for multi-use on the open field areas (lighted fields/spaces, synthetic surfaces)

Gender equitable and inclusive spaces and resources (locker rooms, restrooms, showers)

Improved lighting of high use areas and facilities to make them safer

Accessible technology for all students, digital communication

Space for religious/spiritual meetings

Increase resources for support staff as we increase resources for students (grad program, child care, paid wellness programs)

Offer diversity training and do campus climate study relating to politics,
prejudice and discrimination
Re-align resources and buildings to improve efficient

Comment:

DSA should focus on fewer initiatives and do them well? We are spread way
too thin