

DIVISION OF STUDENT AFFAIRS STRATEGIC PLAN 2024-2027

Western Oregon UNIVERSITY

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Introduction from the Vice President

Dear Colleagues,

The Division of Student Affairs is poised to make a lasting impact on the Western Oregon University community, and in particular, our students.

This plan not only serves as a roadmap for what we envision the future of student life and engagement to be at Western Oregon University; but it is also a reflection of our aspirations, strategic insights, and commitment to excellence in our work as student affairs practitioners.

In the evolving landscape of higher education where challenges and opportunities intersect, this strategic plan provides a clear and compelling vision for our future. It is the culmination of thoughtful deliberation and contributions, designed to harness our strengths, address our challenges, and seize opportunities for sustained growth and success as a division and contributor to WOU institutional goals.

This plan reflects our dedication to creating a supportive and enriching environment where every student can engage and thrive. It encompasses our strategic goals including holistic student development, student engagement, transformational diversity, and organizational investment in our people and other resources. Through collaborative efforts within the division and with our campus partners, we are committed to continuous improvement with the goal to exceed the expectations of the people we serve - our students.

In implementing this plan, we remain focused on our core values: belonging, holistic student success, community collaboration, and making data-driven decisions. Together, we will navigate the landscape of higher education, ensuring that the Division of Student Affairs remains a cornerstone of the Western Oregon University experience.

With sincere appreciation for your engagement and support,

Tina Fuchs
Vice President for Student Affairs

Part I. Mission and Vision

a. **Mission**
The Division of Student Affairs fosters students' academic, personal, and professional growth; educates students to recognize, respect, and appreciate diversity; and prepares students to be responsible and engaged citizens in a global community.

b. **Vision**
The Division of Student Affairs serves as an instrumental partner in creating and supporting diverse opportunities that blend academic excellence with transformative personal growth, meaningful social impact, and holistic well-being for all students.



Part II. Core Values

1. **Belonging**
   At Western Oregon University, it is imperative that every student and community member feel a fundamental sense of connection and acceptance on our campus. To be recognized and affirmed for each individual's intrinsic worth and identity. Student Affairs fosters an environment where people feel valued, included, and supported. Belonging involves creating spaces where diverse perspectives are celebrated, and where everyone has the opportunity to contribute, grow, and thrive together.

2. **Holistic Student Success**
   Holistic Student Success emphasizes the integration of academic, personal, and professional development. It involves addressing the diverse needs of each student by fostering a supportive and inclusive environment that promotes well-being, resilience, and lifelong learning. Holistic student success recognizes that academic performance is interconnected with overall personal growth and aims to provide resources, guidance, and opportunities that support every aspect of a student's journey toward achieving their full potential.

3. **Community Collaboration**
   Student Affairs is committed to working together with individuals, departments, divisions, and WOU stakeholders to achieve common goals and address shared challenges. We aspire to maintain open communication, mutual respect, and active engagement to leverage diverse perspectives and resources. This core value prioritizes building strong, interconnected relationships and collective problem-solving, with our goal of creating sustainable solutions and enhancing the overall well-being of our community.

4. **Data Driven Framework**
   Use data and assessments to make informed decisions. Collect and analyze information on student services and program effectiveness to guide improvements and ensure strategic plan alignment. Regularly review data to make better decisions and enhance our overall performance.

Part III. Student Affairs Goals and Alignment with University Goals

WOU Goals

- **Institutional Sustainability**
- **Student Success**
- **Transformational Diversity**
- **Community Strength**

Student Affairs Goals

Goal 1. Holistic Student Development

Create a student-centered environment that nurtures growth, dignity, and talent, preparing every student for lifelong learning, leadership, and success.

[Alignment with University goals: Student Success, Transformational Diversity, Community Strength]

Objective 1.1: Implement dimensions of wellness and readiness into our services to contribute to the holistic development of students in preparation for life after WOU.

Objective 1.2: Developing and implementing comprehensive support programs that foster growth and address individual student needs

Objective 1.3 Enhance talent development through mentorship and coaching programs to help students identify and cultivate their talents.

Goal 2. Student Engagement

Enhance the student experience and sense of belonging through meaningful engagement and high-impact practices.

[Alignment with University Goals: Student Success, Transformational Diversity]

Objective 2.1: Create opportunities for students to develop leadership skills

Objective 2.2: Create student-centered spaces

Objective 2.3: Enhance and grow student involvement in extracurricular activities and campus events



Goal 3. Transformational Diversity

Cultivate a sense of respect and dignity for all students, and foster a commitment to understand and learn from each other.

[Alignment with University Goals: Student Success, Transformational Diversity, Community Strength]

Objective 3.1: Promote intentional student experiences and learning environments that foster a sense of inclusion.

Objective 3.2: Create and enforce policies that ensure a respectful and inclusive campus culture.

Objective 3.3: Empower students from all backgrounds to participate in student leadership, governance, and decision making processes.



Goal 4. Organizational Investment

Intentionally focus on building an organization that meets student needs and uses resources wisely to improve both student and staff experiences.

[Alignment with University Goals: Institutional Sustainability, Transformational Diversity, Community Strength]

Objective 4.1: Attract and retain talent.

Objective 4.2: Focus on continuous professional growth and skill development.

Objective 4.3: Use resources effectively to support student success and optimize financial resources.




Development
Retention
Fostering
Support
Diversity
Resilience
Community
Campus
Fiscal
Leadership
Success
Staff
Readiness
Engagement
Wellness
Friendly
Global
Holistic
Belonging
Student
Partnerships
Excellence
Innovative
Centered
Resources
Efficiencies
Care
Accessibility
Efficiency
Personalized
Pathways
Collaboration
Inclusion
Collegiality
Services
Modeling
Guided
Resourcefulness
Transformational
Programming
Inclusive