Division of Student Affairs
Missouri S&T Mission
Missouri S&T integrates education, research and application to create and convey knowledge that serves our state and helps solve the world's great challenges.

Missouri S&T Themes
1. Develop and inspire creative thinkers and leaders for lifelong success
2. Enhance reputation and raise visibility
3. Achieve sustainable growth to ensure best return on investment
4. Increase and facilitate meaningful access to and interaction with renowned faculty, staff and services.

Missouri S&T Strategy Statement
Missouri S&T will provide by 2020 a top return on investment among public research universities to students, employers, research partners and donors through extraordinary access to renowned expertise, services and experiential learning opportunities.

Student Affairs Mission
Student Affairs provides innovative services and experiential learning opportunities to promote personal and professional development, lifelong engagement, and success.

Student Affairs Themes
1. Sustain a healthy campus community of engaged students
2. Develop career ready graduates for successful futures
3. Promote inclusive environments and lifelong engagement
4. Deliver customer focused services and facilities

Missouri S&T Values
Lifelong Success
We add exceptional value. The rewards of the Missouri S&T experience extend far beyond a college education, valued degree or gratifying career.

Creativity
We are innovators. Building a better world demands a creative spark, innovative and entrepreneurial approaches, and curiosity to discover and explore new solutions to the world's great challenges.

Integrity
We hold ourselves accountable for our actions. We strive to uphold the highest ethical standards, to conduct ourselves with trustworthiness and respect for all of humanity, and to instill in our campus community these same principles.

Sustainability
We live by example. As stewards of the public goodwill, the financial resources entrusted to us, and the environment, we emphasize resilient and sustainable practices in all our endeavors.

Partnerships
We are great partners. We focus on adding value and creating mutually beneficial partnerships.

Inclusion
We are an inclusive, welcoming community. We seek to build a creative learning environment marked by openness, understanding and valuing all people and perspectives.
Athletics & Recreation
Assists in the personal and professional development of students. Advancing essential life skills such as leadership, cooperation, and teamwork is the cornerstone of Miner Athletics.

Career Opportunities & Employer Relations
Provides excellent service supporting the success of students, alumni, employers, and campus.

Counseling, Disability Support, & Student Wellness
Promotes self-awareness and skill development to support individual success and well-being.

Leach Theatre
Increases awareness of the arts and enriches the lives of our students and patrons by exposing them to diverse programming.

Leadership & Cultural Programs
Enhances students’ educational experience by assisting them in developing skills to serve as effective leaders in a global community.

Residential Life
Creates educational community environments that emphasize academic success, learning, professional development and personal growth.

Services & Operations
Provides facilities, programs and services that promote learning and life skill development.

Student Health Services
Delivers quality medical services and programs designed to meet and exceed the needs of students. By addressing medical needs and health concerns, we contribute to lifelong success of students and the campus.

Student Life
Enriches the student experience and promotes lifelong learning by fostering an inclusive community that empowers students to lead and serve through meaningful involvement.

Testing Center
Provides a secure atmosphere for testing and assessment services to facilitate educational and professional goals of students.

STUDENT AFFAIRS MISSION
Providing innovative services and experiential learning opportunities to promote personal and professional development, lifelong engagement, and success.

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Deliver customer focused services and facilities.
The Division of Student Affairs plays a critical role in contributing to Missouri S&T's Strategy for Success. At the forefront of the Student Affairs 2020 Strategic Plan is a dedication to provide an extraordinary educational experience that prepares students to meet the challenges facing our world. In doing so, Student Affairs delivers a top return on investment to our key customers. We work collaboratively to fulfill Missouri S&T's vision through this dynamic plan which articulates an integrated vision for our units and their operations. This plan is the result of critical examination of our practices with significant research, planning, alignment, and thoughtful dialogue to sharpen our focus. Contributors include representatives from departments across the Division of Student Affairs.

Our commitment to student success is fulfilled by contributing to a healthy campus environment that builds a strong sense of belonging and provides powerful experiential learning opportunities, innovative and responsive facilities and services, and a community of diverse individuals, ideas and experiences.

This plan expands on the Division's vision and mission by intentionally integrating the concepts of experiential learning, engagement, community development, and preparation for lifelong learning and success. Through development of collaborative campus and external partnerships, the Division's goals can be supported and evolving needs of a diverse student body can be met effectively. Our plan focuses on four key themes that align and directly contribute to the campus strategic initiatives.

- Sustain a healthy campus community of engaged students
- Develop career ready graduates connected to the corporate world
- Promote inclusive environments and lifelong engagement
- Deliver customer focused services and facilities

Our plan integrates innovation within daily practices to build upon our culture of assessment and continuous improvement. Through the use of evaluation data and customer feedback, the Division works to align short-term needs and long term goals so that every initiative and resource allocation builds toward the future. The link between these processes and the Division's strategic planning are reflected in the Division's mission.

Student Affairs will continue to rise to the challenge in demonstrating our distinct value and lead campus efforts toward achievement of the following three Missouri S&T Strategy for Success levers as we become a first-choice institution for students and provide a top return on investment.

**Executive Summary**

**Student Affairs Levers**

**Lever 1.1:** Require all undergraduate students to participate in some significant experiential activity before graduation

**Lever 1.2:** Foster innovation and creativity for faculty, staff and students

**Lever 3.3:** Improve facilities to enhance research and student learning, and expand experiential training

**Lever 3.4:** Promote inclusion and increase diversity of faculty, staff, and students to remain relevant and competitive in a global environment

**Lever 3.5:** Create and implement a plan for student and alumni lifetime engagement strategy

**Lever 3.8:** Exercise leadership in sustainability on campus and in the community by modeling sustainability practices in daily operations and practicing environmental stewardship
Student Affairs Themes

Theme 1: Sustain a healthy campus community of engaged students
The Division of Student Affairs is committed to cultivating a safe, vibrant and healthy campus community that unites students, faculty, staff, alumni and friends of the university in support of the educational goals of Missouri S&T. We support integration of a comprehensive wellness model through extraordinary services and resources that empower students to make healthy decisions and position them for academic and lifelong success.

Theme 2: Develop career ready graduates connected to the corporate world
Student Affairs creates cross-disciplinary partnerships to promote personal and professional development. Through integration of academic and co-curricular experiences, we support exploration of career options and skill building opportunities to maximize post-graduation success within a global society.

Theme 3: Promote inclusive environments and lifelong engagement
Student Affairs fosters community and lifetime commitment through unique learning and social experiences driven by our mission, strategic objectives, and customer voice. We cultivate a supportive environment that promotes student engagement within a diverse society and prepares students for the global workforce. As a community, we value lifelong success, creativity, integrity, sustainability, partnerships and inclusion.

Theme 4: Deliver customer focused services and facilities
The Division of Student Affairs is dedicated to providing exceptional customer service. Each department is committed to continual improvement based on the feedback of those we serve. We strive to provide an infrastructure of innovative technology, well trained staff and effective facilities to enhance the student experience and meet the growing needs of a diverse population.

discover. Create. innovate.
THEME 1
Sustain a healthy campus community of engaged students

Deliver exemplary health care services consistent with student needs
[Aligned with S&T Strategy for Success Lever 1.2]
- Promote a multi-dimensional model of wellness that incorporates a whole-person concept and encourages lifelong health
- Deliver health related support services to foster wellbeing and continual growth for undergraduate and graduate students
- Maintain cutting edge delivery of sports medicine services

Create a thriving campus environment by promoting awareness and sensitivity to mental health and disability related issues [Aligned with S&T Strategy for Success Lever 1.2]
- Provide information and training resources to the campus community
- Enhance Missouri S&T Employee Assistance Program in collaboration with Human Resource Services, Affirmative Action, Diversity & Inclusion
- Expand mental health programming through student groups

Promote healthy, active lifestyles to cultivate safe living and learning environments
[Aligned with S&T Strategy for Success Lever 1.2, 3.3, 3.8]
- Model sustainability and responsiveness to needs within residential living communities
- Expand athletic and intramural programs and facilities to promote wellness activities
- Increase healthy meal plan and dining service offerings
- Expand bystander intervention training
- Provide programs and services that strengthen community in support of healthy lifestyles

Initiate quality assurance and risk management programs
[Aligned with S&T Strategy for Success Lever 1.2, 3.8]
- Ensure compliance with the Health Insurance Portability and Accountability Act (HIPAA) requirements
- Support S&T A TEAM's strategic plan to reduce high risk alcohol use and associated negative consequences among students
- Enhance compliance and risk management support for recognized student organizations
- Engage at-risk students through early intervention

THEME 1
Sustain a healthy campus community of engaged students

The Division of Student Affairs is committed to cultivating a safe, vibrant and healthy campus community that unites students, faculty, staff, alumni and friends of the university in support of the educational goals of Missouri S&T. We support integration of a comprehensive wellness model through extraordinary services and resources that empower students to make healthy decisions and position them for academic and lifelong success.
Theme 2
Develop career ready graduates for successful futures

Promote career development from the point of entry through graduation
[Aligned with S&T Strategy for Success Lever 1.1, 1.2]
• Integrate COER’s Professional Development Plan throughout the student experience
• Establish partnerships to extend professional development programming
• Provide services addressing personal and professional development

Enhance experiential learning opportunities focused on personal and professional development
[Aligned with S&T Strategy for Success Lever 1.1, 1.2]
• Offer a diverse blend of learning opportunities for undergraduate and graduate students
• Enhance professional development opportunities for upper division and graduate students
• Expand Co-op and Internship programs
• Strengthen employer engagement through expansion of the Externship program
• Establish experiential opportunities through peer advising and mentoring

Provide leadership development experiences that foster lifetime engagement
[Aligned with S&T Strategy for Success Lever 1.1, 1.2, 3.5]
• Create a student leadership development plan
• Expand the Chancellor’s Leadership Academy experience
• Extend Global Leaders Institute
• Create an interdisciplinary student leader certificate program
• Expand the Student Leadership Conference to create statewide networks with strong alumni and corporate connections

Enhance employer and student engagement
[Aligned with S&T Strategy for Success Lever 1.2, 3.5]
• Provide employer interaction via Employer Seminar Series
• Engage Career Advisory Council as a key customer group to enhance program and service delivery
• Expand hosting of employer events to provide branding opportunities

Enhance tracking of employment data and student learning outcomes
[Aligned with S&T Strategy for Success Lever 1.1, 1.2, 3.8]
• Incorporate NACE standards within data collection practices
• Utilize student and employer feedback to continually update the Professional Development Plan
• Assess student learning outcomes and design programs consistent with employer feedback
Theme 3
Promote inclusive environments and lifelong engagement

Engage students in experiential service learning opportunities to foster community development and lifetime engagement [Aligned with S&T Strategy for Success Lever 1.1, 1.2, 3.5]
• Expand Miner Challenge experiential learning opportunities
• Create a winter break experiential learning opportunity
• Develop an innovative Opening Week non-credit service experience

Strengthen residential living communities to develop lifelong leaders [Aligned with S&T Strategy for Success Lever 1.2, 3.5]
• Involve faculty in Residential Life and Greek Life programming initiatives
• Establish Greek Academy as a tiered professional development program
• Develop a Residential Second Year Experience (RSYE)

Strengthen community and alumni relationships to promote lifetime engagement [Aligned with S&T Strategy for Success Lever 3.2, 3.5]
• Connect Corporate Development Council (CDC) members with student professional development activities
• Collaborate to integrate ethics education throughout the campus culture
• Enhance alumni and corporate partner support through the Academy of Miner Athletics and Miner Corporate Club
• Promote Miner for Life strategies with student-athletes to encourage lifetime commitment
• Expand parent and family involvement
• Enhance COER alumni services to promote lifelong professional success

Support the university's commitment to cultural competence and an inclusive living-learning environment [Aligned with S&T Strategy for Success Lever 3.4]
• Enhance co-curricular programs to develop cultural competence
• Promote diversity and inclusion throughout the campus community
• Strengthen strategic partnerships to maintain Title IX compliance
• Establish Leach Theatre as the cultural hub of the campus and surrounding community
• Enhance recruiting of student-athletes to support the campus commitment to diversity

THEME 3
Promote inclusive environments and lifelong engagement

Student Affairs fosters community and lifetime commitment through unique learning and social experiences driven by our mission, strategic objectives, and customer voice.

We cultivate a supportive environment that promotes student engagement within a diverse society and prepares students for the global workforce.

As a community, we value lifelong success, creativity, integrity, sustainability, partnerships and inclusion.
Theme 4
Deliver customer focused services and facilities

Align Division staffing structures with mission and strategic priorities
[Aligned with S&T Strategy for Success Lever 2.7]
• Formalize strategic planning and assessment processes
• Revise positions in Student Affairs consistent with mission and strategic plan
• Promote Student Affairs staff engagement in campus activities and strategic partnerships
• Provide professional development and training opportunities for staff

Leverage operational enhancements to deliver excellence in customer service
[Aligned with S&T Strategy for Success Lever 3.8]
• Integrate a Business Services model to enhance efficiencies
• Refine the Havener Center customer service delivery model
• Utilize technology to enhance customer service delivery
• Explore opportunities for enhanced service aligned with changing demographics

Provide innovative facilities to meet customer needs
[Aligned with S&T Strategy for Success Lever 3.3]
• Acquire residential facilities through construction, lease or purchase
• Enhance athletic and recreational facilities to meet customer needs
• Explore options for Havener Center expansion
• Update dining services to reflect current trends and desires of customers
• Integrate a campus store concept through rebranding of the bookstore facility
• Continue expansion of the Testing Center facilities

Enhance Student Affairs reputation and raise visibility
[Aligned with S&T Strategy for Success Lever 2.4]
• Expand staff membership and participation in professional organizations
• Benchmark programs and successful initiatives to enhance service delivery
• Streamline communication strategies to convey value and return on investment
• Promote student academic, developmental, and athletic achievements