



# K-State 2025 Strategic Direction Action Plan and Alignment Template for the Division of Student Life

1. What is your College's/Major Unit's/Department's mission/vision and how does your organization contribute to achieving the University's vision for K-State 2025?

Response:

**VISION:**

Student Life programs will advocate, support, and prepare students to achieve academic success while maximizing their personal and professional potential as we become a top 50 public research institution.

**MISSION:**

The Division of Student Life promotes student success through opportunities for student involvement experiences to strengthen personal and academic growth, leadership, professional development, and community engagement.

**GOALS:**

- I. Develop and implement initiatives that enhance academic success and support student persistence.
- II. Support students through advocacy and development of the whole student.
- III. Provide active and diverse student engagement experiences that prepare students to become future leaders and citizens in a global society.
- IV. Provide environments, and facilities that are conducive to student learning and success.

2. What are your College's/Major Unit's *key* activities and outcomes and how do they link to K-State 2025 themes/common elements and outcomes? Identify the University metrics that directly link with your plan in brackets. (If your plan includes more than one theme or goal with specified activities and outcomes, you may repeat the table as necessary)

Key Activities	Short Term (1 to 5 Years) Key Outcomes	Intermediate (6 to 10 Years) Key Outcomes	Long Term (11 to 15 Years) Key Outcomes
<p>What we plan to do...</p> <p><b>I. Develop and implement initiatives that enhance academic success and support student persistence.</b></p> <p><b>A. Expand our capacity to recruit a talented and diverse student population.</b></p> <p>1. Establish goals and implement strategies to increase number of students in target populations</p>	<p>What do we expect to happen in 5 years?</p> <p>1. Evaluate programs to recruit students in targeted populations [T-2]</p> <p>1. Increase the number of students who have ACT scores greater than 25 by 3% over Fall 2012</p>	<p>What do we expect to happen in 6 to 10 years?</p> <p>1. Implement recruitment and scholarship programs to increase the number of enrolled multicultural students.</p> <p>1. Increase the number of students who have ACT scores greater than 25 by 5% over Fall 2012</p>	<p>What do we expect to happen in 11 to 15 years?</p> <p>1. New multicultural enrollment will reflect the demographics of the state of Kansas.</p> <p>1. New students with ACT scores greater than 25 will match peer institutions</p>

<p>a. Expand the number of admissions representatives</p> <p>b. Develop new and innovative ways to use technology to better inform prospective students.</p> <p><b>B. Develop, support, and resource effective transition programs to address the needs of all new undergraduates.</b></p> <p>1. Expand summer bridge opportunities to help students adapt to university life and connect with faculty and mentors.</p> <p>2. Expand orientation activities to fully inform all students about support services on campus.</p> <p>3. Evaluate and expand existing mentoring programs and develop a peer mentoring program.</p> <p>4. Evaluate and expand first year program offerings.</p>	<p>a. Number of admissions representatives will increase by 2 over 2013 baseline [T-2]</p> <p>b. Prospective students will have online self-service access to application, by Fall 2014 [T-2]</p> <p>b. Develop online video modules about K-State programs and services will be developed and to be accessed by newly admitted students prior to their first day of classes [T2-G] [T2-4]</p> <p>1. Explore and create a summer bridge program by Summer 2014 [T-2]</p> <p>2. Number of students participating in Wildcat Warm-up will increase by 200 over Summer 2012 rates [T2-4]</p> <p>3. Support the increase in the number of K-State First Course offerings in the Student Success Plan</p> <p>4. Foundations of Excellence self-study will be completed and number of students involved in</p>	<p>a. Number of admissions representatives will increase by 4 over 2013 baseline [T-2]</p> <p>b. All students will have online self-service access to transfer credit information by Fall 2015 [T-2]</p> <p>b. Online video modules will be viewed by 90% of enrolled students by the first day of fall classes [T2-4]</p> <p>1. Implement summer bridge program for students by Summer 2015 [T-2]</p> <p>2. Number of student participating in Wildcat Warm-up will increase by 400 over short term rates [T2-4]</p>	<p>a. Number of admissions representatives will increase by 8 over 2013 baseline [T-2]</p> <p>b. All students will have online self-service access to transfer credit information [T-2]</p> <p>b. Online video modules will be viewed by 100% of enrolled students by the first day of fall classes, similar to peer institutions [T2-4]</p> <p>2. Number of students participating in Wildcat Warm up will increase by 600 over Summer 2012 rates [T2-4]</p>
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<p>5. Develop and implement a transfer program to meet the unique needs of Kansas community college Students</p> <p>6. Develop, support and implement a mandatory academic success program for students admitted by exception.</p> <p>7. Monitor students in transition through the use of early warning systems and develop appropriate intervention strategies for students who are identified as being at risk.</p> <p>a. Educate faculty and students about value of MapWorks system and encourage university-wide participation.</p> <p>b. Train and support faculty and advisors to effectively utilize Academic Progress Reports to identify and assist new students who are experiencing academic difficulties.</p> <p>c. Support development of early warning system that monitors attendance in lower level courses and</p>	<p>first year programs will increase by 10% [T2-4] [T2-7]</p> <p>5. Explore additional resources and programs for transfer students and create a transfer transition program [T2-4]</p> <p>6. Create, resource and implement programs for students admitted by exception by Fall 2013 [T2-4]</p> <p>a. MapWorks assessment completion will increase by 5% over Fall 2012. [T2-4] [T2-7]</p> <p>a. Train at least one academic advisor on the use of Map Works [T2-4]</p> <p>b. Academic Progress Reports will be completed by 60% of instructors of classes with freshman students [T2-7]</p> <p>c. At least 50% of students with unsatisfactory progress reports will be contacted by advisor or</p>	<p>5. Become the number one choice among Kansas Community College transfer students.</p> <p>6. The retention rate for exceptional admits will increase by 5% over Fall 2013 [T2-4]</p> <p>a. MapWorks assessment will be completed by 90% of freshman students [T2-7]</p> <p>a. At least 25% of academic advisors will be trained on the use of Map Works [T2-4]</p> <p>b. Academic Progress Reports will be completed by 70% of instructors of classes with freshman students [T2-7]</p> <p>c. At least 60% of students with unsatisfactory progress reports will be contacted by advisor or</p>	<p>5. Become the number one choice among Kansas Community College transfer students.</p> <p>6. The retention rate for exceptional admits will increase by 10% over Fall 2013 [T2-4]</p> <p>a. MapWorks assessment will be completed by 95% of freshman students [T2-7]</p> <p>a. At least 50% of academic advisors will be trained on the use of Map Works [T2-4]</p> <p>b. Completion rate of Academic Progress Reports will match peer institutions [T2-7]</p> <p>c. Contacts of students with unsatisfactory progress reports will match peer institutions [T2-7]</p>
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<p>intervenes with students who are not attending class.</p> <p>d. Inform students about their financial aid responsibilities and the consequences of non-attendance or course failure</p> <p><b>C. Develop, support and resource effective undergraduate retention programs.</b></p> <p>1. Supplement retention research to increase monitoring and tracking of students, evaluation of impacts of retention programming efforts, and development of retention/ attrition prediction models.</p> <p>2. Expand and develop new learning communities that actively engage students with peers in multi-disciplinary scholarly activities.</p> <p>a. Expand and develop non-residential learning communities such as CAT Communities and virtual communities.</p>	<p>student life professional [T2-7]</p> <p>c. Attendance will be reported in 25% of lower level courses [T2-7]</p> <p>c. Retention rates for first and second year students will increase by 1% over baseline [T2-7]</p> <p>d. The number of students informed about financial aid warning will increase by 100 over Fall 2012.</p> <p>1. Increase first-to-second year retention rate from 80% to 85% [B-6, T2-A, T2-B, T2-H]</p> <p>a. Number of non-residential learning communities will increase to 5. New students will participate in off-campus non-residential learning communities [T2-7]</p>	<p>student life professional [T2-7]</p> <p>c. Evaluate the attendance requirement [T2-7]</p> <p>c. Retention rates for first and second year students will increase by 2% over baseline [T2-7]</p> <p>d. The number of students informed about financial aid warning will increase by 2%</p> <p>1. Increase first-to-second year retention rate form 85% to 87% [B-6, T2-I, T2-N]</p> <p>a. Number of non-residential learning communities will increase to 10. New students will participate in off-campus non-residential learning communities [T2-7]</p>	<p>7]</p> <p>c. Evaluate the attendance requirement [T2-7]</p> <p>c. Retention rates will match peer institutions [T2-7]</p> <p>c. Increase six-year graduate rate from 65% to 70% [B-7, T2-R]</p> <p>d. The number of students informed about financial aid warning will increase by 2%</p> <p>1. Increase first-to-second year retention rate from 87% to 90% [B-6, T2-Q]</p> <p>a. Number of students participating in non-residential learning communities will match peer institutions [T2-7]</p>
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<p>b. Expand the number of residential living learning communities.</p> <p>c. Develop and implement a Faculty in Residence program</p> <p>3. Evaluate and expand existing programs that help students improve academic performance in targeted courses.</p> <p>4. Evaluate and expand existing programs and develop new programs that address the needs of special student populations.</p> <p>a. Create a position to assist our growing Hispanic student population.</p> <p>b. Evaluate and further resource Disability Support Services to ensure equal opportunity and access for all students with disabilities.</p> <p>c. Evaluate and further resource PILOTS program for first-generation and low ACT freshmen</p>	<p>b. Number of students living in residential learning communities will increase by 3% over Fall 2012 [T2-7]</p> <p>c. Implement Faculty in Residence program with 1 faculty participating [T2-7]</p> <p>3. Supplemental Instruction will be offered in 20 traditionally difficult courses [T2-7]</p> <p>3. Increase number of subjects with walk-in help sessions to 10 subjects [T2-7]</p> <p>a. Graduation rate of Hispanic students will increase by 1% over current rates [T2-7]</p> <p>b. Graduation rate of students with disabilities will increase by 1% [T2-7]</p> <p>c. Number of PILOTS program participants retained to second year will increase by 2% [T2-7]</p>	<p>b. Number of students living in residential learning communities will increase by 6% over Fall 2012 [T2-7]</p> <p>c. Number of faculty in residence will increase to 2 faculty [T2-7]</p> <p>3. Supplemental Instruction will be offered in 30 traditionally difficult courses [T2-7]</p> <p>3. Increase number of subjects with walk-in help sessions by 3 over Fall 2012 [T2-7]</p> <p>a. Graduation rate of Hispanic students will increase by 2% over short term rates [T2-7]</p> <p>b. Graduation rate of students with disabilities will increase by 2% over short term rates [T2-7]</p> <p>c. Number of PILOTS program participants retained to second year will increase by 2% over short term rates [T2-H]</p>	<p>b. Number of students living in residential learning communities will match peer institutions [T2-7]</p> <p>c. Number of faculty in residence will match peer institutions</p> <p>3. Supplemental Instruction will be offered in 35 traditionally difficult courses [T2-7]</p> <p>3. Increase number of subjects with walk-in help sessions to 4 over Fall 2012 [T2-7]</p> <p>a. Graduation rate of Hispanic students will match peer institutions [T2-H]</p> <p>b. Graduation rate of students with disabilities will match peer institutions [T2-H]</p> <p>c. Number of PILOTS program participants retained will match peer institutions [T2-H]</p>
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<p>d. Evaluate and further resource Educational Supportive Services program for qualified first generation, low income and/or disabled students</p> <p>e. Evaluate and develop new programs and services for non-traditional and veteran students</p> <p>f. Collaborate with international student services and programs to develop programs for international students.</p> <p>g. Evaluate and develop new programs and services for international students</p>	<p>d. Graduation rate of students participating in ESS program will be at least 58% [T2-7]</p> <p>e. At least 40% of non-traditional students surveyed will report satisfaction with services and programs [T2-7]</p> <p>e. At least 40% of student veterans surveyed will report satisfaction with services and programs.</p> <p>f. Collaborate with International Student Programs</p> <p>g. Number of students served will increase by 1% over current rates [T2-H] [T2-7] [T2-C]</p>	<p>d. Graduation rate for students participating in ESS program will increase by 2% over short term rates [T2-H]</p> <p>e. At least 50% of non-traditional students surveyed will report satisfaction with services and programs [T2-7]</p> <p>e. At least 50% of student veterans surveyed will report satisfaction with services and programs.</p> <p>f. Collaborate with International Student Programs</p> <p>g. Number of students served will increase by 2% over short term [T2-H] [T2-7] [T2-C]</p>	<p>d. Graduation rate for students participating in ESS program will increase by 4% over short term rates [T2-H]</p> <p>e. At least 60% of non-traditional students surveyed will report satisfaction with services and programs [T2-7]</p> <p>e. At least 60% of student veterans surveyed will report satisfaction with services and programs.</p> <p>g. Number of students served will match peer institutions [T2-H] [T2-7] [T2-C]</p>
<p><b>D. Increase, support and track undergraduate engagement in research and scholarly activities.</b></p> <p>1. Support creation of office to coordinate all undergraduate research opportunities.</p> <p>2. Provide additional opportunities and support for Developing Scholars, McNair Scholars and other undergraduate research opportunities</p>	<p>1. Collaborate with VP Undergraduate Studies</p> <p>2. At least 80% of students involved in the McNair Scholars program will complete the appropriate research or scholarly activity [T-1]</p>	<p>2. At least 85% of students involved in the McNair Scholars program will complete the appropriate research or scholarly activity [T-1]</p>	<p>2. At least 90% of students involved in the McNair Scholars program will complete the appropriate research or scholarly activity [T-1]</p>

<p><b>E. Develop a comprehensive, coordinated and integrated model for delivery of student services.</b></p> <ol style="list-style-type: none"> <li>1. Provide Welcome Center as central location for students and families to connect with New Student Services, and Career and Employment Services.</li> <li>2. Provide comprehensive coordinated and integrated tutoring services for undergraduate students.</li> <li>3. Develop centralized and comprehensive writing center to assist all students (i.e. undergraduate, graduate, international, distance).</li> <li>4. Provide comprehensive personal financial counseling support for all prospective and current students via collaboration and referrals between Powercat Financial Counseling and Student Financial Assistance.</li> <li>5. Develop a wellness coalition that coordinates and integrates wellness activities of Recreational Services, Lafene Health Center and Counseling Services.</li> <li>6. Evaluate, develop and implement a plan for a consolidated student success center to connect student, faculty/staff, and families with the Office of Student Life, Disability Support Services, Academic Assistance Center, Academic and Career</li> </ol>	<ol style="list-style-type: none"> <li>1. Fundraising will be completed and renovation of East Stadium into a Welcome Center will begin [T2-6]</li> <li>2. At least 40% of students utilizing at least 40% in tutoring services will report a rating of satisfactory [T2-7]</li> <li>3. At least 40% of students utilizing the writing center will report a rating of satisfactory [T2-7]</li> <li>4. At least 40% of students utilizing the service will report a rating of satisfactory [T2-7]</li> <li>5. Plan meets of the service areas and meet monthly for the first 12-18 months. [T2-7]</li> <li>6. Design and implement Student Success Center plan with fundraising and renovation of or building appropriate space [T6-A] [T6-2]</li> </ol>	<ol style="list-style-type: none"> <li>1. New students and families utilizing services and programs will report at least a 50% satisfaction rate [T2-7]</li> <li>2. At least 50% of students utilizing tutoring services will report a rating of satisfactory [T2-7]</li> <li>3. At least 60% of students utilizing the writing center will report a rating of satisfactory [T2-7]</li> <li>4. At least 50% of students utilizing the service will report a rating of satisfactory [T2-7]</li> <li>5. Plan and implement two coalition activities and programs each semester. [T2-7]</li> </ol>	<ol style="list-style-type: none"> <li>1. Satisfaction rating will match peer institutions [T2-7]</li> <li>2. At least 60% of students utilizing tutoring services will report a rating of satisfactory [T2-7]</li> <li>3. At least 70% of students utilizing the writing center will report a rating of satisfactory. [T2-7]</li> <li>4. At least 60% of students utilizing the service will report a rating of satisfactory [T2-7]</li> <li>5. At least 50% of students attending coalition activities and programs will report a rating of satisfactory. [T2-7]</li> </ol>
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<p>Information Center, Women’s Center, LGBT Resource Center, Educational Support Services, student legal services, a mediation center and other student support offices.</p> <p>7. Assess the needs of Division of Continuing Education students, and work with the Division to develop coordinated student services.</p> <p>8. Assess the needs of international students, and work with the Office of International Programs and the International Student and Scholar Services to develop coordinated student services.</p> <p><b>F. Provide training, research, and assessment in support of flexible and effective academic advising services.</b></p> <p>1. Collaborate with academic affairs to evaluate and improve the advising system for first year students.</p> <p>2. Provide training and support for advisors and advisees.</p> <p>a. Train faculty/advisors on use of Inventories to help students identify and address barriers to academic success</p> <p>b. Offer advisor training workshops to all academic departments and advising units.</p>	<p>7. Collaborate with Division of Continuing Education</p> <p>8. Collaborate with the Office of International Programs</p> <p>1. At least 90% of first year students will report a satisfactory rating on academic advising [T2-7]</p> <p>a. At least 30% of advisors will be trained to use student inventories in advising [T2-7]</p> <p>b. At least 30% of advisors will participate in training workshops [T2-7]</p>	<p>7. Collaborate with Division of Continuing Education</p> <p>8. Collaborate with the Office of International Programs</p> <p>1. At least 95% of first year students will report a satisfactory rating on academic advising [T2-7]</p> <p>a. At least 40% of advisors will be trained to use student inventories in advising [T2-7]</p> <p>b. At least 40% of advisors will participate in training workshops [T2-7]</p>	<p>1. Rating on advising will match peer institutions [T2-7]</p> <p>a. Number of advisors trained matches peer institutions [T2-7]</p> <p>b. Number of advisors trained matches peer institutions [T2-7]</p>
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<ul style="list-style-type: none"> <li>c. Develop videos to inform advisees on what to expect from and how to prepare for an academic advising appointment.</li> <li>d. Support the development of mentoring program for new academic advisors, pairing each new advisor with a veteran advisor.</li> </ul> <p>3. Evaluate academic advising on an annual basis using appropriate assessment measures at the university, college and departmental levels.</p> <p>4. Support the evaluation of advising and developing a system for rewarding advising at the departmental, college and university level.</p>	<p>c. Video will be viewed by 50% of new students [T2-7]</p> <p>d. Collaborate with academic colleges to assist in implementing the program [T2-7]</p> <p>3. Collaborate with academic colleges to implement the program</p> <p>4. Collaborate with academic colleges to implement the program</p>	<p>c. Video will be viewed by 60% of new students [T2-7]</p> <p>d. Continue collaboration with academic colleges</p> <p>3. Continue collaboration with academic colleges</p>	<p>c. Video will be viewed by 70% of new students [T2-7]</p>
<p><b>II. Support students through advocacy and development of the whole student.</b></p>			
<p><b>A. Provide education and support to assist students in developing healthy lifestyles.</b></p>			
<ul style="list-style-type: none"> <li>1. Educate students regarding issues such as alcohol and other drug abuse and sexual assault.</li> <li>2. Promote healthy relationships and reduce relationship violence and bullying.</li> <li>3. Provide programs that support and educate in the areas of physical health, wellness and fitness.</li> </ul>	<ul style="list-style-type: none"> <li>1. At least 5 programs or consultations will be presented to students each semester [T2-7]</li> <li>2. Provide 5 training programs or consultations every semester [T2-7]</li> <li>3. Increase number of programs that address health, wellness and fitness by 3% [T2-7]</li> </ul>	<ul style="list-style-type: none"> <li>1. At least 10 programs or consultations will be presented to students each semester [T2-7]</li> <li>2. Provide 10 training programs or consultations every semester [T2-7]</li> <li>3. Increase number of programs that address health, wellness and fitness by 5% over baseline [T2-7]</li> </ul>	<ul style="list-style-type: none"> <li>1. At least 15 programs or consultations will be presented to students each semester</li> <li>2. Provide 15 training programs or consultations every semester [T2-7]</li> <li>3. Increase number of programs that address health, wellness and fitness by 10% over baseline [T2-7]</li> </ul>

<p><b>B. Provide programs to assist students in managing stress, mental health, and other personal concerns.</b></p> <ol style="list-style-type: none"> <li>1. Provide both face-to-face and online services to students to decrease the impact of their personal problems on their academic success.</li> <li>2. Provide crisis support</li> </ol> <p><b>C. Provide a coordinated response to student crisis, conflict, and critical incidents and promote campus safety.</b></p> <ol style="list-style-type: none"> <li>1. Create a position(s) to coordinate the Critical Incident Response Team and to provide support and follow up to students and those impacted by critical incidents and to collaborate with campus and community resources regarding campus safety.</li> <li>2. Enhance training and collaboration with campus and community stakeholders</li> <li>3. Promote and engage the campus community in the Principles of Community, the Campaign for Non-Violence, and the Student Code of Conduct</li> </ol>	<ol style="list-style-type: none"> <li>1. At least 50% of the students who attend programs designed to help with managing stress and personal concerns will report fewer problems than currently [T2-7]</li> <li>1. Create position to coordinate team [T2-7]</li> <li>2. Create training programs on crisis, campus safety, discrimination, sexual harassment, and sexual violence [T2-7]</li> <li>3. At least 20% of faculty and staff will attend Safe Zone training (Baseline is 600) [T2-7]</li> </ol>	<ol style="list-style-type: none"> <li>1. At least 60% of the students who attend programs designed to help with managing stress and personal concerns will report fewer problems than currently [T2-7]</li> <li>1. Seventy-five percent of the students involved in critical incidents will have resolved incidents that do not repeat during the academic year [T2-7]</li> <li>2. Training programs will be presented once every semester [T2-7]</li> <li>3. At least 30% of faculty and staff will attend Safe Zone training (Baseline is 600) [T2-7]</li> </ol>	<ol style="list-style-type: none"> <li>1. At least 75% of the students who attend programs designed to help with managing stress and personal concerns will report fewer problems than currently [T2-7]</li> <li>1. Eighty percent of the students involved in critical incidents will have resolved incidents that do not repeat during the academic year. [T2-7]</li> <li>2. Training programs will be presented once every semester [T2-7]</li> <li>3. At least 40% of faculty and staff will attend Safe Zone training (Baseline is 600) [T2-7]</li> </ol>
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<p>4. Develop by-stander intervention training and a mediation program to enhance campus safety and conflict resolution.</p> <p><b>III. Provide active and diverse student engagement experiences that prepare students to become future leaders and citizens in a global society.</b></p> <p><b>A. Challenge students to think globally and develop awareness, acceptance, and appreciation of personal and cultural differences.</b></p> <p>1. Develop and expand opportunities for students to interact and communicate with others of diverse backgrounds.</p> <p>2. Incorporate activities and training to increase student awareness and appreciation of other cultures into all student life programs and classes.</p> <p><b>B. Expand opportunities for undergraduates to participate in experiential learning.</b></p> <p>1. Develop more student employment opportunities to address costs concerns and enhance retention.</p> <p>a. Increase funding to departments to grow on-campus employment opportunities for students.</p>	<p>4. Create training program [T2-7]</p> <p>1. The number of students involved in diverse programs will increase by 3% [T2-7]</p> <p>2. At least 30% of students will report that programs helped them to increase their awareness and appreciation of others [T2-7]</p> <p>a. Department funding for student employment will increase by 1% over current rate [T-2]</p>	<p>4. Program will be presented once every semester [T2-7]</p> <p>1. The number of students involved in diverse programs will increase by 5% [T2-7]</p> <p>2. At least 40% of students will report that programs helped them increase their awareness and appreciation of others [T2-7]</p> <p>a. Department funding for student employment will increase by 2% over current rate [T-2]</p>	<p>4. Program will be presented once every semester [T2-7]</p> <p>1. The number of students involved in diverse programs will be the same as peer institutions [T2-7]</p> <p>2. The number of students reporting that programs helped them increase their awareness and appreciation of others will match peer institutions [T2-7]</p> <p>a. Department funding for student employment will increase by 3% over current rate [T-2]</p>
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<p>b. Coordinate efforts with the Office of Corporate Engagement to identify and increase off-campus employment opportunities for students.</p> <p>2. Improve access and communication to students regarding internship and co-op opportunities.</p> <p>3. Expand and market opportunities for students to engage in research dialogues and service-learning experiences in a variety of disciplines.</p> <p><b>C. Develop student competencies in leadership, global and multicultural appreciation, and active citizenship through participation in a broad range of learning opportunities and student activities, and student organizations.</b></p> <p>1. Incorporate activities that build competencies in multicultural appreciation, leadership and active citizenship into all student life classes and programs.</p> <p>2. Provide opportunities for significant leadership development and training within student organizations.</p>	<p>b. Provide CES employer relations support to OCE for at least 12 industry partner visits annually</p> <p>2. Increase undergraduate student participation in internships to 50% of surveyed graduating seniors.</p> <p>3. Gather information on opportunities and determine the best dissemination methods [T-2]</p> <p>1. At least 40% of students will demonstrate competence in leadership skills, multicultural appreciation and citizenship [T2-7]</p> <p>2. The number of students involved in student organizations will be 3% over baseline number (Baseline is 1000) [T2-7]</p>	<p>b. Provide CES employer relations support to OCE for at least 18 industry partner visits annually</p> <p>2. Increase undergraduate student participation in internships to 55% of surveyed graduating seniors</p> <p>3. Announce opportunities once every semester [T-2]</p> <p>1. At least 50% of students will demonstrate competence in leadership skills, multicultural appreciation and citizenship [T2-7]</p> <p>2. The number of students involved in student organizations will be 6% over baseline number (Baseline is 1000) [T2-7]</p>	<p>b. Provide CES employer relations support to OCE for at least 24 industry partner visits annually</p> <p>2. Increase undergraduate student participation in internships to 60% of surveyed graduating seniors</p> <p>3. Announce opportunities once every semester [T-2]</p> <p>1. At least 60% of students will demonstrate competence in leadership skills, multicultural appreciation and citizenship [T2-7]</p> <p>2. The number of students involved in student organizations will be 10% over baseline number [Baseline is 1000] [T2-7]</p>
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<p>3. Increase involvement of students from under-represented in student organizations and leadership training.</p> <p><b>D. Address the unique personal and professional needs of graduate students.</b></p> <p>1. Expand student services staffing, programming and support for graduate students.</p> <p>a. Coordinate graduate assistant selection process to assist students in finding graduate assistant positions in Division of Student Life.</p> <p>b. Support additional student life staff to provide advocacy and services to support the unique needs of graduate students.</p> <p>c. Expand career services to support professional development needs of graduate students.</p> <p><b>IV. Provide environment and facilities that are conducive to student learning and success.</b></p> <p><b>A. Achieve and maintain staffing that promotes student success.</b></p> <p>1. Evaluate student support staff shortfalls and anticipate staffing growth needs in order to address future issues pertaining to student success.</p>	<p>3. At least 40% of student leaders will report at least a rating of satisfactory for leadership training [T2-7]</p> <p>a. Gather information on the types of graduate assistant positions available in Student Life [T-3]</p> <p>b. Collaborate with the Graduate School to identify issues and solutions</p> <p>c. At least 55% of graduate students served by CES will report a satisfactory rating of advising services and programs[T2-7]</p> <p>1. Evaluate staffing needs by examining staff to student ratios for each service office [T2-7]</p>	<p>3. At least 50% of student leaders will report at least a rating of satisfactory for leadership training [T2-7]</p> <p>a. Resumes of graduate assistant applicants will be sent to all Student Life directors [T-3]</p> <p>b. Continue collaboration with Graduate School</p> <p>c. At least 65% of graduate students served by CES will report a satisfactory rating of advising services and programs[T2-7]</p> <p>1. At least 40% of students served by Student Life offices will report a rate of satisfactory [T2-7]</p>	<p>3. At least 60% of student leaders will report at least a rating of satisfactory for leadership training [T2-7]</p> <p>a. Resumes of graduate assistant applicants will be sent to all Student Life directors [T-3]</p> <p>c. At least 75% of graduate students served by CES will report a satisfactory rating of advising services and programs[T2-7]</p> <p>1. Number of student support staff will match peer institutions</p>
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<p>2. Develop incentives for program innovation and staff achievement.</p> <p><b>B. Provide facilities that enhance student success.</b></p> <p>1. Evaluate existing student life space for improvements that can be made to enhance the overall success of our students.</p> <p>2. Evaluate, renovate and expand existing student life facilities and build new facilities where needed to accommodate more students and/or the increasing demands of existing students.</p> <p>a. Complete Recreation Center expansion project.</p> <p>b. Begin Student Union expansion project.</p> <p>c. Identify and renovate existing facilities or construct new building for Student Success Center.</p> <p>3. Build additional facilities to accommodate the demand for on-campus housing and dining services.</p> <p><b>C. Develop and maintain appropriate technology that supports student success.</b></p> <p>1. Refine the virtual One-Stop Shop student services website to better leverage technology and deliver timely messages that support student success.</p>	<p>2. Create and implement a staff award program for innovation and staff achievement [T2-7]</p> <p>1. Evaluate space needs for all departments [T-6]</p> <p>2. Create and implement a plan to increase space and build facilities [T-6]</p> <p>a. Initiate move into new facility [T-6]</p> <p>c. Collaborate with academic affairs to plan space [T-6]</p> <p>3. Create and implement plans for increased residence hall capacity [T-6]</p> <p>1. Implement web-based services to deliver information to students [T-2] [T-3]</p>	<p>2. Present 2 awards each year [T2-7]</p> <p>1. Provide facilities that assist staff in serving the needs of students [T-6]</p> <p>a. At least 50% of users will report satisfaction with facility [T-6]</p> <p>3. House all incoming freshmen</p> <p>1. Increase average monthly page views by 25% over Fall 2013 baseline. [T-2] [T-3]</p>	<p>2. Present 2 awards each year [T2-7]</p> <p>1. Facilities will match peer institutions</p> <p>1. Increase average monthly page views by 50% over Fall 2013 baseline. [T-2] [T-3]</p>
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<p>2. Evaluate and expand mobile initiatives for students and staff</p>	<p>2. At least 40% of students will utilize mobile technologies [T2-7]</p>		
<p>3. Provide tools needed to analyze large data sets</p>	<p>3. Resource and purchase technology needed to analyze large data sets [T-7]</p>	<p>3. Analysis capabilities will match peer institutions [T-7]</p>	
<p>4. Expand the use of digital signage and enhance digital interactive technologies</p>	<p>4. Collaborate with departments to create additional digital signage and utilize digital technologies [T-7]</p>	<p>4. Utilization of digital signage by student life units will increase by 50% over 2014. [T-7]</p>	<p>4. Usage of digital signage by student life units will increase by 60% over 2014. [T-7]</p>

2025 Common Elements/Themes	Short Term (1 to 5 Years) 2025 Key Outcomes	Intermediate (6 to 10 Years) 2025 Key Outcomes	Long Term (11 to 15 Years) 2025 Key Outcomes`
<p>Theme 1: Research, Scholarly and Creative Activities, and Discovery (RSCAD)</p> <p>Theme 2: The Undergraduate Educational Experience</p> <p>Theme 3: Graduate Scholarly Experience</p>	<p>T1 – Enhance and systematic approach for UG research</p> <p>T2- Excellent, customized academic advising and services available to all students to support their success and degree completion</p> <p>T2- Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university</p> <p>T2- Increased participation by undergraduates in expanded opportunities for meaningful research</p> <p>T2- Successful integration of undergraduate education and meaningful research is standard practice</p> <p>T2- Successful recruitment and retention strategies that address our entire student population</p> <p>T2- Improved six-year graduation rates and retention ratios</p> <p>T3- Competitive compensation and support available for GRAs, GTAs, and Gas</p> <p>T3- Engaged graduate students integrated in university life with enhanced visibility and appreciation</p> <p>T3- Outstanding mentoring for our graduate students</p> <p>T3- Expanded partnerships with industry and government to provide high level learning and experiential training opportunities for graduate students</p> <p>T3- Expectation of excellence for the graduate scholarly experience</p>	<p>T1- Increased participation by undergraduates in expanded opportunities in research</p> <p>T2- Integrated learning communities experienced by students, faculty, and staff that promote student success within a culture of excellence</p> <p>T2- Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives</p> <p>T2- All UG students engaged in a diversity of experiences that expand their viewpoint</p> <p>T2- Increased undergraduate contributions in the creation of scholarship through research</p> <p>T2- Ongoing improvement of six-year graduation rates and retention ratios</p> <p>T3- Increased participation by our graduate students in unique high level learning and experiential training</p> <p>T3- Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment</p>	<p>T1- Competitive amongst our peers in the percentage of undergraduates involved in research</p> <p>T2- Freshman to Sophomore retention ratios comparable to benchmark institutions</p> <p>T2- Six-Year graduation rates comparable to benchmark institutions</p> <p>T3- National and international reputation for outstanding graduates with demonstrable career success</p>



<p>Theme 4: Engagement, Extension, Outreach, and Service</p>	<p>T4- Enhanced integration between academics and student service learning</p>	<p>T4- All undergraduate students engaged in at least one engagement/service learning project</p> <p>T4- Increased appreciation by K-State graduates for lifelong involvement in engagement and service</p>	
<p>Theme 5: Faculty and Staff</p>	<p>T5- Career-long learning – recognized by the university and its employees as a shared value and responsibility</p> <p>T5- Effective evaluation processes that result in accountable faculty and staff with a clear understanding of their job expectations and how they contribute to the University’s mission</p>	<p>T5- Total compensation competitive with aspirant university and regional employers for all employees</p> <p>T5- Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs</p> <p>T5- Successful recruitment and retention of a talented and high performing diverse workforce</p>	<p>T5- Stable funding available for recruitment and retention of top level faculty and staff</p> <p>T5- Optimal number of faculty and staff comparable with our benchmark institutions</p> <p>T5- Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers [and staff]</p>
<p>Theme 6: Facilities and Infrastructure</p>	<p>T6- Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation</p> <p>T6- Adequate temporary space to house programs and staff impacted by renovations of existing facilities</p> <p>T6- Robust and reliable information technology ensuring business continuity and consistent with the achievement of the highest quality levels of support for research, instruction, student services, and administration</p>	<p>T6- Adequate office space for all K-State employees equipped to support their work and productivity</p> <p>T6- Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators</p> <p>T6- Efficient, reliable, and cost-effective central and building utilities with the capacity for expansion as needed to support campus needs and guarantee the safety, comfort, and integrity of our research, animal, and human environments</p>	<p>T6- High quality, technology enabled, flexible and adaptable classroom space appropriate to the evolving needs of the learning environment and readily available to K-State faculty and students</p> <p>T6- Well-maintained buildings, utilities, IT infrastructure, and grounds consistent with the expectations and image of a highly ranked land grant research and teaching institution</p> <p>T6- An excellent campus community experience supported by facilities and landscapes that enhance social interaction, learning and collaboration</p> <p>T6-Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators</p>
<p>Theme 7: Athletics</p>	<p>T7- Outstanding academic and athletic success by our student-athletes</p>	<p>T7- A world-class student-athlete experience</p>	<p>T7- Recognized leader in integrating academics and athletics</p>

	<p>T7- Enhanced learning environments and relationships promoted by facilities and integrated activities that support interaction between students, student-athletes, and the campus community</p> <p>T7- Enhanced integration between academics and athletics</p> <p>T7- Increased support for academics through athletics</p>	<p>T7- Outstanding student-athletes prepared to excel in their chosen careers and community and personal lives</p>	
<p>Common Elements: Diversity; International; Sustainability; Communications and Marketing; External Constituents; Culture, Funding; Technology</p>	<p>CE-1: Create One-Stop Shop Website</p> <p>CE-3: Create position for Hispanic recruitment</p>	<p>CE-5: Create Student Success Center</p> <p>CE-8: Create on-line video for all incoming Freshmen</p>	

**3. Identify the K-State 2025 Visionary Goal key benchmarks (metrics) that are supported by your action and alignment plan (please check all that apply).**

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|--|--|--|
| <input type="checkbox"/> Total research & development expenditures | <input type="checkbox"/> Endowment pool  | <input type="checkbox"/> Number of National Academy members              |
| <input type="checkbox"/> Number of faculty awards                  | <input type="checkbox"/> Number of doctorates granted annually                             | <input checked="" type="checkbox"/> Freshman to sophomore retention rate |
| <input checked="" type="checkbox"/> Six-year graduation rate       | <input checked="" type="checkbox"/> Percent of undergraduate students involved in research | <input type="checkbox"/> None  |

**4a. What resources and/or opportunities exist for your College/Major Unit/Department to achieve its vision and outcomes?**

**Response:** Resources: Budget and facilities adequate to provide services to only a portion of the student population.  
 Opportunities: Manage resources as enrollment increases.

**4b. What resources and/or opportunities are needed for your College/Major Unit/Department to achieve its vision and outcomes?**

**Response:** Resources: Budget and facilities adequate to provide services to the total student population.  
 Opportunities:

- 4.b.1) Increase communication and work collaboratively across departments.
- 4.b.2) Inventory what we are doing and what we can give up. Keep those central to the mission and discontinue those that don't contribute to the strategic mission.
- 4.b.3) Increase collaboration, consolidation, and economies of scale.

**5. How do you propose to acquire the resources needed for your College/Major Unit/Department to accomplish its vision and outcomes?**

**Response:** The Division will utilize the following mechanisms to accomplish its vision and goals:

- 5.a) Request increase in state funded appropriations.
- 5.b) Complete grant applications.
- 5.c) Request user fees for specific services and programs.
- 5.d) Participate in development and university funding campaigns.
- 5.e) As space becomes available, seek allocation to programs.