K-State 2025 Strategic Action and Alignment Plan
College or Major Unit: Student Life
Department: Student Financial Assistance

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

   The Office of Student Financial Assistance has a mission to provide access to higher education to any student who applies and meets eligibility requirements for scholarship and/or financial aid, and to provide students with the financial means to enable them to complete their chosen academic program of study.

2. **What are your Department's _key_ strategic activities and outcomes?**

3. **Identify [in brackets] which of your Department's strategic outcomes are directly linked to your College's/Major Unit's outcomes.** *(If your Department or similar unit is not in a College or Major Unit, skip this question.)*

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
What we plan to do…	*What we expect to happen…*	*What we expect to happen…*	*What we expect to happen…*
(Goal I-C) Develop, support and resource effective undergraduate retention programs. 1. Expand financial literacy education for all K-State students. 2. Provide additional Need Based Grant Student Aid Programs targeted at high need and high academic achievers 3. In order to increase the University's six year graduation rate, provide comprehensive information on financial aid limits and requirements to student aid recipients during their first year. 4. Provide Study Abroad Scholarships for financially needy students in order to provide them with the same study abroad opportunities as the student without financial need. 5. Work with underrepresented and special student populations to assist them with the federal	Relocate the Powercat Financial Counseling (PFC) service to a larger location in order to accommodate additional peer counselors. [SL:I-C] Inform all student loan borrowers of the opportunities offered through PFC and its partnership with ASA and SALT. [SL:I-C]	Offer an on-campus student loan entrance counseling session to all first time student loan borrowers. Require all student loan borrowers to participate in an exit loan counseling session offered through PFC.T2-J, [SL:I-C] 60% of current student borrowers using the counseling resources of SALT. [SL:I-C]	Reduce federal student loan defaults for K-State students by 1%. [SL:I-C] 80% of current student borrowers using the counseling resources of SALT. [SL:I-C]
	Increase institutional Need Based Grants by $1M. [SL:I-C]	Increase institutional Need Based Grants by $3M. [SL:I-C]	Increase and maintain institutional Need Based Grants to be equal to one-half of the institution's Federal student aid grant levels. [SL:I-C]
	Provide information to all students about their individual financial aid lifetime limits. [SL:I-C]	Increase the University's 6 year graduation rate by 1% because students are more aware of their lifetime limits for Federal grants and loans. [SL:I-C]	Increase the University's 6 year graduation rate by 2% because students are more aware of their lifetime limits for Federal grants and loans. [SL:I-C]
	Provide $50,000 per year for Need Based Study Abroad Scholarships. [SL:I-C]	Provide $150,000 per year for Need Based Study Abroad Scholarships. [SL:I-C]	Provide $500,000 per year for Need Based Study Abroad Scholarships. [SL:I-C]
	Increase the number of underrepresented students applying for federal student aid by the University's March 1 priority deadline	Increase the number of underrepresented students applying for federal student aid by the University's March 1 priority deadline	Increase the number of underrepresented students applying for federal student aid by the University's March 1 priority deadline

student financial assistance application process.	**by 15%. [SL:I-C]**	**by 40%. [SL:I-C]**	**by 65%. [SL:I-C]**
(Goal I-A, 1b) Develop new and innovative ways to use technology to better inform prospective students. 1. **Develop a comprehensive, coordinated package of financial aid information and tools to guide prospective students and their families through the complicated federal student aid application process.**	**Develop on-line tutorial tools and printed publications to be viewed and used by students who are attempting to apply for federal student financial assistance. [SL:1-A, 1b]**	**On-line tracking will be developed in order to encourage 50% of all financial aid applicants to use the on-line tools prior to, and during the financial aid application process. [SL:1-A, 1b]**	**Increase on-line tutorial usage to 75%. [SL:1-A, 1b]**
(Goal I-A) Expand our capacity to recruit a talented and diverse student population. 1. **Target the awarding of all student aid (federal, state, institutional and private) to better meet the financial need of our students and assist in the recruitment of a talented and diverse student population.**	**Hire a full time staff member to complete a statistical analysis of current K-State students, and applicants to evaluate their financial needs, academic talents and ability to succeed. [SL:1-A, 1b]**	**Target the awarding of aid to better assist all incoming students (freshman and transfer). [SL:1-A, 1b]**	**Target the awarding of aid to better assist all K-State students (new and continuing. [SL:1-A, 1b]**
(Goal III-D, 1c) Expand career services to support professional development of graduate students.	**Hire 1 graduate student in the Student Personnel Program, and train the student in the areas of student financial assistance. [SL:III-D, 1c]**	**Hire 2 graduate students in the Student Personnel Program, and train the student in the areas of student financial assistance. [SL:III-D, 1c]**	**Hire 3-5 graduate students in the Student Personnel Program, and train the student in the areas of student financial assistance. [SL:III-D, 1c]**

4a. What resources and/or opportunities <u>exist</u> for your Department to achieve its vision and outcomes?

The Office of Student Financial Assistance will have the ability to re-allocate internal resources to hire graduate assistants, work with underrepresented students throughout the financial aid application process, and develop a comprehensive package of financial aid application tutorial tools.

4b. What resources and/or opportunities are <u>needed</u> for your Department to achieve its vision and outcomes?

Additional resources are needed to meet all of the proposed Need Based Grant and Scholarship programs. In addition, resources are needed to expand the office space and programs for Powercat Financial Counseling

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

Additional resources need to be provided by the University, and/or the KSU Foundation.

6. **How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?**
   (See below)

6. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics	Links to Common Elements
B-6 - Freshman-to-sophomore retention rate B-7 - Six-year graduation rate	CE-1 - Communications and Marketing CE-2 - Culture CE-3 - Diversity

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	**Links to Short Term Outcomes (2011 – 2015)**	**Links to Intermediate Outcomes (2016 – 2020)**	**Links to Long Term Outcomes (2021 – 2025)**
T2 - Undergraduate Educational Experience (UEE) **Theme 2 Metrics:** T2-1 - # and % of undergraduate students participating in a meaningful international experience T2-3 - Total funding awarded for undergraduate scholarship support T2-4 - # and % of students participating in an undergraduate student success program T2-7 - Student satisfaction and utilization rates	T2-A - Excellent, customized academic advising and services available to all students to support their success and degree completion T2-G - Successful recruitment and retention strategies that address our entire student population T2-H - Improved six-year graduation rates and retention ratios	T2-N - Ongoing improvement of six-year graduation rates and retention ratios	T2-Q - Freshman to Sophomore retention ratios comparable to benchmark institutions T2-R - Six-Year graduation rates comparable to benchmark institutions
T3 - Graduate Scholarly Experience **Theme 3 Metrics:** T3-1 - # and % of graduate students with assistantships, endowed scholarships, and fellowships T3-2 - Total funds awarded for graduate assistantships, endowed scholarships, and fellowships T3-5 - # of graduate students participating in a unique high level learning and experiential training T3-8 - Graduate student satisfaction and utilization rates	T3-A - Competitive compensation and support available for GRAs, GTAs, and GAs	T3-I - Increased participation by our graduate students in unique high level learning and experiential training T3-J - Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment	T3-N - National and international reputation for outstanding graduates with demonstrable career success
T6 - Facilities and Infrastructure	T6-A - Responsive, timely, and	T6-D - Adequate office space for all	T6-K - Signature facilities that

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
	strategic facilities services aligned with campus operational needs as well as future planning and implementation	K-State employees equipped to support their work and productivity	promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators