

**Division of Student Affairs
Strategic Plan
Actions 2022-2023**

A VIBRANT CAMPUS COMMUNITY

GOAL 1

Strengthen campus spirit and further build a sense of community, place and belonging.

- Develop, as a part of the First-Year Experience program, a commuter integration program. (Student Involvement/First-Year Programs, Residence Life)
- Work with the fraternity and sorority student leadership to evaluate the trends and develop strategy to enhance chapter vibrancy through recruitment efforts. (Student Involvement/First-Year Programs)
- Develop initiatives that promote school pride and a sense of Rider history and its contribution. (Campus Life)
- Develop intentional recruitment and engagement strategies for future student leaders through investment in current student leaders. (All departments, SGA partnership)
- Leverage student affairs programming events calendar to maximize efficiency and student attendance. (All departments, Campus Life)

GOAL 2

Actively promote student-centered spaces on campus in collaboration with Facilities & University Operations.

- Launch and promote student wellness spaces on campus, including the BLC relaxation room and sensory spaces in the Counseling Center (Counseling Center)
- Create collaborative interaction space for students in the BLC (e.g. old information desk area, commuter lounge, and within the student affairs suite). (Student Affairs leadership)
- Collaborate with SGA on expanding and activating various indoor and outdoor spaces on campus. (All departments)
- Advance the establishment of a gaming facility that promotes student E-sports engagement. (Recreation Programs)

GOAL 3

Partner with University Advancement to both enhance engagement of alumni with students to improve the student experience and to explore grant and donor support to improve the out-of-class student experience.

- Support the public launch of the comprehensive campaign through Homecoming activities. (Campus Life)
- Expand outreach efforts for student-facing fundraising opportunities. (EOP, Trio programs, Dean of Students, Student Affairs leadership)
- Consider engagement of alumni and parents council in future residential move-in. (Residence Life)

GOAL 4

Strengthen commitment to the student experience by providing excellent service and responsiveness to student voices.

- In collaboration with Academic Affairs, facilitate the Student Satisfaction Inventory (Spring 2023), evaluating opportunities for continued improvement for student engagement and satisfaction. (Student Affairs Leadership)

DIVERSITY, EQUITY & INCLUSION

GOAL 1

Expand intentional co-curricular opportunities to engage students in multicultural education.

- Integrate diversity, equity and inclusion content focused on social identities into orientation for first-year students. (Student Involvement and First-Year Programs)
- Facilitate an LGBTQIA+ inclusion training workshop for a diverse representation of student leaders. (Student Affairs leadership)

GOAL 2

Promote intentional engagement with and support of underrepresented, marginalized, and/or underresourced students by age, country of origin, (dis)abilities, economic background, education level, ethnicity, gender identity and expression, immigration status, political views, race, religion, sex, sexual orientation, and veteran status, among others.

- Create an electronic resource guide for first-generation students. (Dean of Students office, Trio programs, EOP)
- Advance efforts in alignment with our Rider First-Gen Forward designation. (Dean of Students office, Trio programs, EOP)
- Continue to center and elevate the experiences of students of color; specifically address recommendations surfacing from recent focus groups with Asian, Hispanic/LatinX, and international students spring 2022. (All departments)
- Ensure presence and support for students who identify as veterans and military connected through the Dr. Eugene Marsh Center for Veterans and Military Affairs. (Veterans and Military Affairs)
- Expand the presence of identity-based affinity spaces for Community Assistants and for residential students. (Residence Life)
- Utilize results from the campus climate survey to inform future efforts to promote inclusion for students across various identities. (Student Affairs leadership, All departments)
- In collaboration with academic affairs, analyze the intersectionality of student demographics as it relates to retention and student success measures. Identify possible ways to track additional identifiers, including LGBTQIA+ and religion. (Student Affairs leadership)

GOAL 3

Partnering with others on campus, contribute to institutional efforts to establish an inclusive community.

- Utilize the self-evaluative process of the ACPA/Diverse Issues Promising Places to Work in Student Affairs designation to implement continued improvements in student affairs as an inclusive organization. (Student Affairs directors)

- Facilitate comprehensive department-specific diversity, equity & inclusion plans across each student affairs department; informed by literature and best practices strategy. (Student Affairs directors)
- Continue the campus conversation to advance efforts associated with preferred/lived name in University systems and communicating those processes with campus stakeholders. (Student Affairs leadership, Student Affairs technology innovation)
- Provide leadership for implementation of the \$500,000 State of New Jersey OSHE grant and Rider PIER project aimed at supporting marginalized student populations:
 - Actively participate in training including the USC Race & Equity Center Equity Leadership Academy and Damon William's NIXLA summer series. (across Student Affairs)
 - Participate in the institutional implementation of Intercultural Development Inventory (IDI), as facilitated by the CDO office. (across Student Affairs)
 - Implement key takeaways from recent mentor training in our mentoring programs. (EOP, Service & Civic Engagement, Student Affairs Leadership)
 - Extend the efforts on gender identity & expression to include creation of an LGBTQIA+ inclusion style guide for communications, document analysis, dialogue on best practices for chosen name, student leader training, and gender inclusive health practices training.
 - Implement faculty/staff training on critical mental health issues. (Student Affairs Leadership)
 - Maximize resources through effective implementation of the laptop, microwave, and fridge loaner programs. (Dean of Students Office, Service & Civic Engagement)

STUDENT SUCCESS

GOAL 1

Enhance the transition experience for first-year students (including traditional freshmen and transfers).

- Develop and market a co-curricular First-Year Experience program. (Student Involvement & First-Year Programs, Student Affairs Leadership)
- Leverage resources to promote key content, tips and resources as a part of the FYE. (Radio Station)
- Support the launch of the First-Year Seminar pilot program by connecting with FYS instructors about opportunities for campus engagement and other related student affairs resources. (Campus Life, Dean of Students Office)

GOAL 2

Actively contribute to institutional goals associated with persistence and timeliness to graduation.

- Expand student affairs utilization and incorporation into the EAB Navigate software system. (Dean of Students Office, Student affairs directors)
- Participate in the Rider Together Team to facilitate intrusive intervention strategies for at risk students. (Student Affairs leadership)
- Rebuild the academic empowerment program that will support students on probation/academic standing to promote academic improvement for EOP students. (EOP)
- Reinstitute student roundtables to foster non-cognitive competencies that contribute meaningfully to students achieving overall success both in and beyond the classroom -- e.g. emotional intelligence, critical thinking and communication skills, interpersonal and social skills, persistence, creativity, etc. (Trio programs)

- Implement a variety of strategies that will enhance residential occupancy and the number of students who benefit from living on campus. (Residence Life, Student Affairs leadership)
- Develop a strategic plan for residential re-investment strategy for the future. (Residence Life, Student Affairs leadership)

GOAL 3

Promote the health and well-being of students in support of their holistic development.

- Develop a campus collective health impact framework to holistically support student mental well-being and their ultimate success. (Counseling Center)
- Promote services available in the health center to maximize utilization and increase appointments (Student Health Center)
- Implement faculty/staff training on critical mental health issues. (Counseling Center, Student Affairs Leadership)
- Conscious of New Jersey legalization of marijuana, launch an educational campaign that identifies health risks associated with marijuana use. (Community Standards, Student Health Center, Residence Life).

CO-CURRICULAR LEARNING

GOAL 1

Contribute to the implementation of the Engaged Learning Program beginning with the fall 2017 entering class.

- Expand radio station as a multi-media outlet for student learning, inspire creativity, and prepare students for media convergence in the professional setting. (Radio station)

GOAL 2

Develop and implement a comprehensive assessment strategy for services, programs and co-curricular learning experiences delivered by Student Affairs.

- Continuation of assessment as a priority; cyclical and intentional strategy across our units. (Student Affairs leadership)
- Identify industry and Rider-specific benchmark data appropriate to each functional area to continue to evaluate measures of our work. (All departments)

GOAL 3

Strengthen the opportunities afforded by living learning communities.

- Re-engage relationships with faculty liaisons for living learning communities during staff transitions. (Residence Life)

GOAL 4

Expand efforts to enhance civic engagement of students.

- Develop a comprehensive resource of community partners to serve as a conduit to engaged community service; sorting by major/academic interest as a resource and connector with faculty as well (Service & Civic Engagement)

DIVISIONAL OPERATIONAL PRIORITIES

Goal 1:

Review staff capacity/org structure for Student Affairs informed by internal evaluation and national benchmarks. Evaluate and align organizational resources to meet needs and priorities.

- Following administrative efficiency review and related reductions in personnel and operating resources, continue to evaluate realignment of work and effectiveness. (Across division, Student Affairs leadership)

Goal 2:

Evaluate organizational fiscal resources, expenditures and needs. To address institutional fiscal concerns, continue to consider opportunities to achieve cost savings and explore additional sources of revenue.

- Following administrative efficiency review and related reductions in personnel and operating resources, continue to evaluate realignment of work and effectiveness. (Across division, Student Affairs leadership)

Goal 3:

In support of the strategic goal focused on the importance of our people, intentionally design efforts to support, develop and appreciate the Student Affairs staff.

- Improve division-wide communication by maximizing use of the student affairs electronic weekly newsletter; including essential information-sharing, vice president of student affairs messaging, reflection opportunities, and important campus/student dates. (Across division, Student Affairs leadership)
- Facilitate regular divisional meetings that facilitate professional development, engagement and planning. (Student Affairs leadership)
- Engage the student affairs spirit committee meeting to promote staff morale through annual awards recognition ceremony and other ongoing social events. (Student Affairs leadership)
- Highlight divisional collaboration throughout the year. (Student Affairs leadership)
- Provide an outlet specifically for student affairs Graduate Assistants to engage with one another and divisional leadership. (Student Affairs leadership)

Goal 4:

Evaluate the use of technology to more effectively and inexpensively deliver services and programs and ensure compliance with federal mandates. Evaluate staff technology competency to promote skills to advance these efforts.

- Enhance community standards training in the Maxient software and related processes to promote proficiency and skill for Community Directors as hearing officers. (Community Standards)
- Identify current technology utilization per department and future opportunities to promote efficiency through automation and system maximization. (Student Affairs Technology Innovation)

Goal 5:

Ensure Student Affairs compliance with risk management best practices and GDPR regulations.

- Review student affairs affiliated software to evaluate GDPR regulation compliance. (Student Affairs Technology)
- Implement a campus educational campaign and strategies that advance the new University anti-hazing policy across the community. (Student Involvement & First-Year Programs, Campus Life)