



**WESTERN
MICHIGAN**
UNIVERSITY



2022-2032

**DIVISION OF
STUDENT
AFFAIRS
STRATEGIC
PLAN**



SO THAT ALL MAY LEARN

We believe that learning is a holistic process that requires students to engage both in and out of the classroom. We know that building a culture of support, care and shared responsibility is necessary for student growth, learning and achievement.

Our values guide us in championing the WMU mission and strategic priorities.

We live out our mission and values through **1)** student engagement, **2)** growing an inclusive community and culture that embodies well-being, belonging and equity and **3)** creating a culture of shared vision and responsibility across the division to ensure a sustainable future.

The **Student Affairs Strategic Plan 2032** was created through collective visioning, collaborative deliberation and consensus building across the division. Together we identified our core values of growth, responsibility, authenticity, compassion and equity.

We developed three strategic goals rooted in our values that will guide the division as we work

As the Division of Student Affairs at Western Michigan University we are committed to building a campus where the WMU community can thrive.

with our partners to create an inclusive and empowered campus community so that all may learn.

Vision: Student Affairs champions a culture that embodies equity, engagement, learning and well-being.

Mission: Student Affairs creates compassionate and inclusive communities through intentional engagement, well-being, growth and play so all may belong and succeed.

Goals:

- 1. Student Engagement:** Engage and develop responsible students through caring interactions and relationships.
- 2. Equity, Well-being and Belonging:** Grow an inclusive community and culture that embodies well-being and belonging.
- 3. Stewardship and Sustainability:** Build a cohesive Student Affairs division through shared passion and vision to ensure a sustainable future.

VALUES

The purpose of enacting these values is to demonstrate that we see, hear, value and respect you.

growth: Embrace learning. Change and evolve with open-mindedness, curiosity and maturity. Role model for one another and students giving and receiving feedback, setting clear targets, celebrating our accomplishments, letting go of what keeps us stuck, and trying new things that move us as individuals and an organization towards thriving.

responsibility: Do the right thing. Demonstrate and role model respect and the value of each person. Hold ourselves and others accountable by taking ownership for how our actions might impact others, learning from our mistakes, and treating one another with dignity and civility.

authenticity: Be real. Act with honesty, transparency, and vulnerability. Engage each person's strengths and encourage bravery. Create brave and safe spaces so all can bring their real selves to each situation. Boldly embrace being our whole, true, selves so that others may do the same.

compassion: Give grace. Show care through deep listening, openness and kindness. Take time to understand another's perspective before responding. Place humans at the heart of our decisions and actions.

equity: Value each person. Systems and services are not one size fits all. Advance equity through humility, listening, and curiosity. Use listening, reflection, and data as tools to identify and remove barriers, re-shape systems, provide needed resources, and advocate.







“Everyone wants to live at the top of the mountain, but happiness and growth occurs while you’re climbing it.”

Andy Rooney

1

STUDENT ENGAGEMENT

Goal: Engage and develop responsible students through caring interactions and relationships.

Objective 1. Offer life skills clinics in order to build resiliency.

Objective 2. Connect with students who are not engaged.

Objective 3. Create welcoming communities.

Objective 4. Assess student needs and disaggregate data.

We pursue this goal through

- Developmentally focused student employment
- Events and programming that connect students with the campus community
- Spaces centering the student experience
- Student-focused policies
- Direct student support
- Strategic, student-centered communication

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2

EQUITY, WELL-BEING AND BELONGING

Goal: Grow an inclusive community and culture that embodies well-being and belonging.

Objective 1. Audit and shift division and department procedures, practices, and resource allocations using a lens of equity, well-being, and belonging for students and employees.

Objective 2. Enhance spaces to be more inclusive for all communities of students and employees to live, learn, belong, work, play, and be well.

Objective 3. Lead role in WMU adoption of the Okanagan International Charter for Health Promoting Colleges and Universities.

Objective 4. Provide effective, equitable opportunities for students and employees to belong and build skills within all eight dimensions of wellness.

Objective 5. Identify and reduce inequities in access to the division's services and programs that we offer for well-being and belonging.

We pursue this goal through

- Events and programming that invite students to grow their understanding of equity, diversity, and well-being
- Accessible spaces that support community and well-being
- Culturally responsive policies that ensure equitable access to resources and wellness
- Direct student support for all dimensions of the well-being wheel
- Well-trained staff who value holistic well-being, equity, and justice

3

STEWARDSHIP & SUSTAINABILITY

Goal: Build a cohesive Student Affairs division through shared passion and vision to ensure a sustainable future.

Objective 1. Create onboarding and offboarding, consistent and quality professional development and recognition programs for all employees so that we promote growth of self and sustainability of the division.

Objective 2. Provide opportunities to enhance the sense of belonging through play.

Objective 3. Infuse clear and aligned priorities throughout and prioritize financial resources accordingly.

Objective 4. Develop a student life master plan.

We pursue this goal through

- Functional and efficient spaces
- Responsible management of resources
- High functioning technology and information systems and support
- Collaboration across the division
- Empowering staff recognition and training
- Ethical and appropriate use of data and assessment
- Effectively sharing our stories to the wider WMU community



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