

## CLOSING THE LOOP AT IUP

### EVIDENCE OF LINKED PLANNING, ASSESSMENT AND ACTION IN STUDENT AFFAIRS

The actions listed below represent a purposive sampling of all initiatives completed within the Student Affairs Division.

These examples were highlighted because they demonstrate a clear linkage between strategic planning, assessment, action, and results or budgeting

#### OVER-ARCHING UNIVERSITY STRATEGIC GOAL 1: ACADEMIC EXCELLENCE

STUDENT AFFAIRS STRATEGIC PLAN GOAL	STUDENT AFFAIRS ACTION TAKEN	ASSESSMENT UPON WHICH ACTION BASED	ACTION DATES	LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)
<b>Focus co-curricular and curricular-based experiences, structures, and support systems to improve students' achievement of learning outcomes by promoting synergy among Division resources devoted to student academic success</b>	Implement Center for Student Success	Retention Rates NSSE Findings	2009 to date	Allocation of Performance Enhancement Funds to develop the CSS
	Strengthen IUP's Living-Learning Communities	Retention Rates Academic Performance EBI Data Student Learning Outcomes Market Studies Living-Learning Activities Survey	2007 to date	Allocation of Residence Life auxiliary resources to build living-learning communities through staffing, programming, and collaborating with Academic Affairs. Allocation of performance enhancement funds to support living-learning mini-grants Allocation of resources to sponsor living-learning activities that align with student needs/interests

#### OVER-ARCHING UNIVERSITY STRATEGIC GOAL 2: STUDENT DEVELOPMENT AND SUCCESS

STUDENT AFFAIRS STRATEGIC PLAN GOAL	STUDENT AFFAIRS ACTION TAKEN	ASSESSMENT UPON WHICH ACTION BASED	ACTION DATES	LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)
<b>Foster positive campus experiences through proactive environmental management practices</b>	Increase involvement by all segments of university community to promote student engagement: Punxsutawney Campus Success Model	Retention Rates Academic Performance Student Profile EBI Data, NSSE Findings	2006 to date	Allocation of E&G, Performance Enhancement Funds, housing, dining, and health fee revenues, and Act 101 funding to improve student outcomes
<b>Expand psycho-social, developmental, and health support and services by providing students with engaged and empowering experiences to enable their adoption of healthy behaviors and their openness to engage in the unfamiliar</b>	Engage students in alcohol culture change	CORE Survey Data EBI Data Campus-based assessments including focus groups with faculty, staff, and students Student Judicial Data	1998 to date	Allocation of designated budget and grant funds to improve students' behaviors and perceptions regarding high-risk alcohol use

#### OVER-ARCHING UNIVERSITY STRATEGIC GOAL 3: CIVIC ENGAGEMENT

STUDENT AFFAIRS STRATEGIC PLAN GOAL	STUDENT AFFAIRS ACTION TAKEN	ASSESSMENT UPON WHICH ACTION BASED	ACTION DATES	LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)
<b>Partner to value, achieve, and manage diversity initiatives university-wide</b>	Demonstrate the Division's value for diversity through campus culture, programs/services, trainings and workshops, and forms of communication	Student Learning Outcomes NSSE Findings EBI Data	2004 to date	Allocation of E&G resources to foster students' achievement of the ability to interact and develop relationships with individuals who may have attitudes, values, beliefs, lifestyles, faith identity, and cultural backgrounds different from their own.

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**OVER-ARCHING UNIVERSITY STRATEGIC GOAL 4: MARKETING AND PROMOTION**

<b>STUDENT AFFAIRS STRATEGIC PLAN GOAL</b>	<b>STUDENT AFFAIRS ACTION TAKEN</b>	<b>ASSESSMENT UPON WHICH ACTION BASED</b>	<b>ACTION DATES</b>	<b>LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)</b>
<b>Enhance IUP spirit and pride among all members of the university community</b>	Increase IUP spirit and pride among students through active leadership and participation in various university-wide endeavors, including the Convocation Committee, Homecoming, Welcome Weekend, new student orientation "Catch the Spirit", etc.	NSSE Findings EBI Data Retention Data	2004 to date	Allocation of E&G and designated funds to develop first-year experiences to strengthen the bond between students and the university and to promote greater understanding about university practices, policies, procedures

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL 5: ENROLLMENT MANAGEMENT**

<b>STUDENT AFFAIRS STRATEGIC PLAN GOAL</b>	<b>STUDENT AFFAIRS ACTION TAKEN</b>	<b>ASSESSMENT UPON WHICH ACTION BASED</b>	<b>ACTION DATES</b>	<b>LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)</b>
<b>Manage incremental enrollment growth by improving enrollment practices and supporting improved student retention and persistence</b>	Develop and implement five-year University Enrollment Plan with university-wide involvement	Student Retention and Graduation Rates	2007 to date	Allocation of E&G and Performance Enhancement Funds to achieve improved admissions and retention yields, along with improved student input characteristics
	Study retention trends and implement strategies to improve the persistence of first-year students and four- and six-year graduation rates	Faculty to Student Ratio Student Retention Rates Identification of at-risk students		
	Review scholarship award and institutional fee practices	Financial Aid Award Trends and Cohort Default Rates		

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL 6: CONTINUOUS IMPROVEMENT**

<b>STUDENT AFFAIRS STRATEGIC PLAN GOAL</b>	<b>STUDENT AFFAIRS ACTION TAKEN</b>	<b>ASSESSMENT UPON WHICH ACTION BASED</b>	<b>ACTION DATES</b>	<b>LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)</b>
<b>Sustain the division's commitment to providing high-quality, effective, student-centered services and experiences</b>	Engage in systematic review and implementation of student learning outcomes	SLO Assessment Data	1998 to date	Student Affairs Division resources allocated based upon assessment of student learning and development, student needs and program effectiveness
	Conduct periodic program reviews	Accreditation Reports		
	Maintain a culture of continuous improvement	CI Studies		

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL 7: RESOURCE DEVELOPMENT**

<b>STUDENT AFFAIRS STRATEGIC PLAN GOAL</b>	<b>STUDENT AFFAIRS ACTION TAKEN</b>	<b>ASSESSMENT UPON WHICH ACTION BASED</b>	<b>ACTION DATES</b>	<b>LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)</b>
<b>Provide physical plant and infrastructure resources to promote learning and community well-being</b>	Implementation of Housing Master Plan	Marketing Studies NSSE Findings EBI Data	2003 to date	\$243M allocated to renovate by replacement 3508 on-campus beds to 21 <sup>st</sup> century suite-style housing that contains design features support of student learning

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**OVER-ARCHING UNIVERSITY STRATEGIC GOAL 8: UNIVERSITY SAFETY**

<b>STUDENT AFFAIRS STRATEGIC PLAN GOAL</b>	<b>STUDENT AFFAIRS ACTION TAKEN</b>	<b>ASSESSMENT UPON WHICH ACTION BASED</b>	<b>ACTION DATES</b>	<b>LINKAGES TO BUDGETING OR RESULTS (WHERE APPLICABLE/AVAILABLE)</b>
<b>Enhance and strengthen a safe, secure, and healthy environment for members of the university community</b>	Lead and advance the outcomes of the Crisis Assessment and Response Team.	Utilization statistics Incident data NSSE Findings EBI Data	2007 to date	Design and implement reorganization of the Student Affairs division to include the Dean of Students Model, changes in position responsibilities, classifications, as well as restructuring of supervisory responsibilities