



Spring 2023

**Student Affairs Strategic Plan
2023-2028**

The Wesleyan Student Affairs Strategic Plan for 2023-2028 is a guiding document providing a roadmap for our critical work with students in support of the University's aspirations as outlined in [Towards Wesleyan's Bicentennial](#). As a residential liberal arts University, our students' learning beyond formal academic settings is an integral aspect of their distinctive educational experience.

The work of the talented and dedicated staff of Student Affairs reflects our mission and learning goals – these are foundational to all that we do. While our work is grounded in relevant student development theory, it also benefits from close collaboration with many faculty and staff as well as students themselves.

Student Affairs Offices:

Academic Advancement/Class Deans
CAPS (Counseling and Psychological Services)
Dean of Students
Graduate Student Services
Health Services
International Student Affairs

Public Safety
Religious and Spiritual Life
Residential Life
Student Academic Resources
Student Involvement
WesWell (Health Education)

Strategic Plan Themes and Objectives

1. Cultivate Transformative Student Engagement

Wesleyan students are invested in the institution and care deeply about each other. Through support and advocacy, the Student Affairs (SA) team inspires students to build the capacity to thrive and to do the things they find meaningful during their time on campus and beyond. Recognizing that holistic wellbeing is essential for students to realize their academic and personal aspirations, our work enhances students' capacity for citizenship, meaningful engagement, and leadership.

Objectives:

- 1.1 Create and implement a Division-wide curriculum that guides our educational efforts and provides clarity about what students can expect to learn through our work. Such a plan will be developed using a DEI lens and include supporting students' transition to, through, and from Wesleyan.
- 1.2 Advance a holistic approach to campus mental health by creating a culture of awareness, support and resilience.
- 1.3 Enhance the existing "safety net" supporting students who are seeking assistance with academic and personal issues through staff additions in key areas.
- 1.4 Promote a close-knit community where every student, faculty and staff member has a personal commitment to supporting others and an environment with all can flourish
- 1.5 Expand the opportunities for students and student-leaders to be actively engaged in providing feedback, to be integrated into our work and decision-making, and to be involved in assessing our outcomes.

2. Foster an Ongoing Commitment to Diversity, Equity & Inclusion

Working collaboratively with students and other campus partners, the SA team intends to build awareness, respect, and appreciation for a diversity of experiences, interests, beliefs, and identities. We seek to identify and systematically address barriers that inhibit any member of our community from feeling that they belong and matter. We intend to center the experiences of the marginalized, to take both individual and collective responsibility, and work toward solutions within a rubric of universal design.

Objectives:

- 2.1 Promote equity and inclusion through ongoing regular anti-racism and inclusion training opportunities for students as well as for SA staff.
- 2.2 Expand accessibility for all buildings and imbed universal design principles in all of the Division's work.
- 2.3 Develop the necessary resources to provide appropriate student support services over a 12-month period rather than just when classes are in session.
- 2.4 Remove barriers and enhance support for high-need and housing insecure students.

3. Encourage Professional Growth and Development

We are cognizant that investment in our human resources—our people—creates the growth and capacity of our division. We support the health, wellness, and professional opportunities of individual members of the SA team, as their accomplishments underlie the success of all our work with students. We intend to commit the time and human/fiscal resources necessary to nurture a thriving staff which in turn will nurture a division that can best contribute to the University.

Objectives:

- 3.1 Establish a divisional professional development committee to coordinate ongoing training for the team using internal and external resources.
- 3.2 Create more access to external meeting and conference opportunities by enhancing available funding to support professional development.
- 3.3 Implement biennial 360-degree feedback strategies to complement the annual performance review process.
- 3.4 Launch a divisional wellness committee to identify and implement supports for staff members seeking a greater degree of well-being and/or to enhance work-life balance.

4. Enhance Infrastructure in Support of the Student Experience

Wesleyan has made significant investments over the past decade in academic facilities and must pivot to sustainable investments in support of a distinctive student co-curricular experience. This entails strategic investments in both facilities and personnel to ensure that Wesleyan students are fully supported in effective and efficient ways.

Objectives:

- 4.1 Develop an integrated academic support center that consolidates and enhances existing supports for all students.
- 4.2 Partner with Finance and Facilities to improve Wesleyan's residential experience through implementing the recommendations outlined in the 2022 Residential Life Facilities Strategic Plan.
- 4.3 Create an integrated health and wellness facility to house the CAPS, Health Services, and WesWell teams. Other offices promoting wellness might also be co-located in this "Wellness Hub".
- 4.4 Advocate for the creation of more student performance, rehearsal, studio, and event spaces across campus.
- 4.5 Invest in technology that will foster more efficient and effective service to students.
- 4.6 Create a center for student veterans that facilitates community-building, consolidates supports, and enhances recruitment.

5. Implement Meaningful Strategies to Assess the Impact of Our Work

The SA team wholeheartedly believes in the value of our work in facilitating a positive student life experience and as full members of the educational enterprise. As such we will identify and implement assessment strategies that document our impact and inform our future work.

Objectives:

- 5.1 Identify and articulate student learning outcomes and key measures in each area/office. Adjust existing dashboards as appropriate to reflect revised metrics.
- 5.2 Enrich the division's assessment skills through ongoing training and skill-building.
- 5.3 Enhance assessment across Student Affairs through hiring an assessment coordinator to work in partnership with Institutional Research.
- 5.4 Collaborate with Institutional Research to integrate assessment strategies within and beyond Student Affairs.