

Student Affairs Futures Planning Team Shawnee 20/20 Final Document

The Student Affairs Futures Team, appointed by the President, included:

Dr. Jim Settle, Vice President for Student Affairs (Chairperson)
Mr. Ryan Appell, Student Representative
Ms. Jennifer Bourne, Student Representative
Ms. Barbara Conn, Nursing Faculty / Semester Transition Coordinator
Ms. Rita Haider, Center for International Programs and Affairs
Ms. Deborah Howell, Departmental Secretary, Health Sciences
Dr. Rhoni Maxwell-Rader, Social Sciences Faculty
Ms. Kristy Porter, Admissions Representative
Mr. Jared Shoemaker, Assistant Director of Athletics
Ms. Marcie Simms, Assistant Director for Housing
Mr. Randy Warman, Director of Student Activities and Auxiliaries

The team met several times, primarily in the Spring, 2007 semester to meet the charge articulated by the President:

The Student Affairs Futures Team will use the information collected during the idea gathering phase of the planning process along with other sources of data to identify and prioritize the best ideas for the growth and progression of student affairs programs at Shawnee State University.

- *Participate in idea generation phase of Shawnee 20/20 – key factors, trends, opportunities, and goals*
- *Identify “what we know/what we need to know”*
- *Use other sources (peer institutions, student surveys, best practice information, etc.) to gather program ideas*
- *Engage larger SSU community and constituent groups in idea generation concerning future direction for student affairs programs and initiatives at SSU*
- *Prepare a report identifying 20/20 academic program goals*

During meetings, the team used a variety of methods to determine recommendations based on a methodology that defined priorities into four categories:

- “A Priority”: The highest, most important items essential for the institution, employees, and students.
- “B Priority”: Critical items that should be accomplished if possible.
- “C Priority”: Important items, but there are previously identified issues, programs, and services of higher importance.
- “D Priority”: Items that are not critical and would be implemented only if unlimited resources allow.

To achieve institutional goals outlined in the strategic planning process, the Student Affairs Futures Team believes our priorities can be grouped into four identifying categories:

1. Student Retention
2. Academic Advising and Efforts
3. Campus Culture and Appearance
4. Divisional Programs and Services

All of the items reviewed, discussed, and ranked by the Team are assigned to a specific category. The attached sheets, each labeled based on the priority, identifies the priorities based on the four identifying categories.

Student Affairs Futures Planning Team “A Priority”

Items with the highest priority, for immediate implementation

1. Student Retention

- a. “Talk to Students” Qualitative analysis of current students to determine student retention successes, simply by asking, “Why do you stay at Shawnee State University?”
- b. Communication Methods. Student Government Association should drive changes in communication methods between the University (faculty, staff, administration) and students. Specific issues: e-mail, SSU Alert, text messaging, logon messages.
- c. Student Satisfaction Inventory: Implement a SSI before 2008-2009 academic year is over; plan for SSI administration and analysis a minimum of every 3 years.
 - i. Results from SSI should be shared widely
 - ii. Results indicating change must be made a high priority for the Student Affairs division and the rest of the University
- d. Convocation (Resolved and in place)
 - i. Establish a campus tradition of an opening convocation that ties in academic and community
 - ii. Include sports team, Shawn E Bear
- e. Remedial Class issues
 - i. Review statistics on all students who enroll in remedial classes for year-to-year persistence, graduation rates, etc.
 - ii. Consider a campus rule that enrollment in a remedial class restricts the students to no more than 12 total credit hours for the semester.
 - iii. Create special, centralized advising for any student enrolling in a remedial-level course
 - iv. Require taking a “university 101” class concurrent with the first remedial class
- f. Athletics
 - i. Develop a 5-year plan to move most sports to full-time coaches
 - ii. Consider a pep band, marching band
 - iii. Build fields on campus to support athletes and encourage fans
- g. At-Risk Student Initiatives
 - i. Develop programs to identify and assist at-risk students
 1. For new students, prior to enrollment
 2. For all students at mid-semester
 3. For all students once grades released
 - ii. Identify students who are socially at risk, provide support
 - iii. Minority Student Retention

2. Academic Advising and Efforts

- a. Establish Mid-Term Grade Reports. Require for at least all first and second year students; must include a component to provide academic assistance / intervention.

- b. Evaluate Academic Advising Model
 - i. Select a centralized or decentralized model
 - ii. Develop an assessment model for students to test advising perceptions
 - iii. Assign one advisor for all 4 years; consider model where admissions advisor / orientation advisor is ongoing advisor
- c. Improve Training for Academic Advising
 - i. Require for all academic advisors
- d. Improve advising offerings
 - i. Advising on the Go
 - ii. Advising in the Cafeteria
 - iii. Advising late night
- 3. Campus Culture and Appearance
 - a. Expand Student Organization Spaces. (Resolved with UC expansion)
 - b. Evaluate Greek Social System. (Resolved with Greek Life Review, in progress)
 - c. Use Official Colors. (Resolved with Stamats program)
 - d. Establish Committee to Review Logo. (Resolved with Stamats program)
 - e. Campus Aesthetics. Banners and logos on buildings, light poles; new signage; better welcoming.
 - f. Increase Parent Support
 - i. Print and send (free to parents) “Shawnee State University Proud Parent” static stickers
 - ii. Establish a Parent Association
 - iii. Send Parent Newsletters out at least twice per semester
 - g. Revise parking stickers / tags to show pride in Shawnee State University
 - i. Easily identifiable as Shawnee State University
 - ii. Good marketing when students go home
- 4. Divisional Programs and Services
 - a. Expand and further support Multicultural Student Affairs
 - i. Two full-time staff
 - ii. Move to proximate location with Student Activities
 - iii. Increase programmatic funding to support all-campus events and activities
 - b. Full-time position in Counseling and Psychological Services
 - i. Substance Abuse Education
 - ii. Manage e-chug, e-toke processes
 - iii. Facilitate student groups such as AL-ANON, Alcoholics Anonymous

Student Affairs Futures Planning Team “B Priority”

1. Student Retention
 - a. Implement a Common Experience Program
 - i. Create a theme for each new academic year (courage, civility, diversity, etc.)
 - ii. Integrate academic and programmatic efforts to support the theme
 - iii. Distribute a book or other reading materials to students prior to the start of the summer
 - b. Commuter Students
 - i. Support start of commuter student group
 - ii. Include commuter student needs in design of University Center
 - iii. Explore use of ride board or carpool resource for commuters
 - c. Athletics
 - i. Formally evaluate the move from NAIA to NCAA
 1. Costs, benefits
 2. Risks to University and benefits to region
 - ii. Consider new teams:
 1. Women’s Golf
 2. Track and Field
 3. Men’s Tennis
 4. JV teams (baseball, soccer, basketball)
 - iii. Establish JV programs for baseball, softball, basketball, volleyball
 - iv. Build practice fields and spaces
 - d. Survey graduating seniors
 - i. Identify faculty and staff who helped them be successful, recognize and reward the employees
 - ii. Identify barriers students had to overcome – and fix them
2. Academic Advising and Efforts
 - a. Update (or eliminate) UNIV 101/1101 course.
 - b. Collect historical data of D,F,W grades issued by department, course, instructor to see if additional academic support (SI, tutoring, study sessions) needed for specific classes and/or sections
 - i. Department Chairs and Deans intervene if patterns of concern
3. Campus Culture and Appearance
 - a. Increase evening and weekend programming
 - i. More Saturday and Sunday events, including bingo, meals, parties
 - ii. Have a little sibs weekend with more people
 - iii. Movie series on campus (student selected)
 - iv. Increase weekend jobs for students
 - b. Intramurals
 - i. Establish an Outdoor Center where students and staff can rent equipment

- ii. Establish disc golf program
- iii. Build practice spaces
- iv. Hire one FTE to work solely on intramurals

4. Divisional Programs and Services

- a. Expand and Reorganize Housing
 - i. Expand housing for traditional students, new facilities
 - 1. Initiate goal of 35% of enrollment lives on campus (In housing master plan)
 - 2. Consider 2-year housing requirement (In housing master plan)
 - ii. Create housing for non-traditional, married, with children (In housing master plan)
 - iii. Emphasize Living-Learning Communities (Include Greek; In housing master plan)
 - iv. Hire two full-time live-in Hall Directors (Resolved: Fall, 2008)
- b. Support Greek Program on Campus
 - i. Full-time coordinator in Housing and Activities
 - 1. Manage programming for Greeks
 - 2. Supervise IFC, NPC, Judicial
 - 3. Support for Greek Students

Student Affairs Futures Planning Team “C Priority”

1. Student Retention
 - a. First-Year Student Experience
 - i. Explore a formal FYE program at Shawnee State University
 - ii. Use University 101 class to cover:
 1. study skills
 2. peer advisors and peer teachers
 3. acclimation to the university
 - b. Social Issues
 - i. Collaborate with Portsmouth Police Department to resolve off-campus party perceptions
 - ii. Create a campus pub that serves beer
 - iii. Set up 6-8 campus-wide poster and information kiosks
 - c. Athletics
 - i. Establish a student athletic fee to support athletics
2. Academic Advising and Efforts
 - a. Assessment and Data needs
 - i. Data Needs
 1. List of D, F, W grades by section and instructor
 2. year-to-year Persistence rates for all last 10 years
 - a. by major
 - b. by home ZIP code
 - c. by on-campus v. off-campus housing status
 3. Graduation rates for 4,6,10 years
 4. Create (or purchase) a student satisfaction survey for all current students
 - ii. Assessment and Survey evaluation:
 1. NSSE
 2. FYE
 - b. Survey new students
 - i. Establish demographic profile and look for year-to-year trends
 - ii. Identify patterns of home town, age, placement
3. Campus Culture and Appearance
 - a. Improve Employee Morale and Support
 - i. Purchase one shirt for each employee every 2 years: Shawnee State University shirt
 - ii. Distribute “Shawnee State University” automobile window static stickers
 - iii. Logos on all University vehicles
 - b. Bike racks for all major buildings
 - c. Support outdoor activities
 - i. Dining

- ii. Concerts
- iii. RA and SPB programming
- iv. Purchase and install more outdoor furniture, including space for dining

4. Divisional Programs and Services

- a. Create Associate Vice President for Student Affairs position
 - i. Dean of Students
 - ii. Primary Judicial Officer
 - iii. Implement when we hit 4,000 students; 1,000 in housing
- b. Create Health and Wellness education
 - i. Full-time position shared with HR
 - 1. HR position to support employee wellness, newsletters, employee relations
 - 2. SA position to work with students on health education, risk reduction and management, wellness behaviors, food service
- c. Create on-campus Housing for Greeks (In housing master plan)
 - i. Living-Learning Environment
 - ii. Prohibit off-campus housing
- d. Improve and Revitalize Career Services
 - i. Coordinate all student on-campus employment

Student Affairs Futures Planning Team “D Priority”

1. Student Retention
 - a. Athletics
 - i. Provide transportation to games off-campus
2. Academic Advising and Efforts
3. Campus Culture and Appearance
 - a. Create a Marketing Czar position
4. Divisional Programs and Services