Mission

The Vision of Student Life and Diversity is to be an exemplary student serving division recognized as a campus educational partner.

The Mission:

The Division of Student Life and Diversity at IUPUI, as educators and advocates, provides student-centered services, consulting, facilities, learning experiences and programs for students, faculty, staff, alumni and the community.

Guided by theoretical frameworks of student development, the Division contributes to an intentionally inclusive, accessible campus community and inspires educational personal, social and professional achievement.

Goals and Objectives

☐ 1. Promote and enhance an inclusive and accessible community that engages its members, embraces diversity, appreciates individuals and fosters campus spirit.

☑ A. Assess strengths and opportunities for development in creating an inclusive community that embraces diversity across the Division of SLD.

**Campus Planning Theme:** Campus Climate for Diversity

**Secondary Goals:**

**Sub Unit:** None

**Time Frame:** Ongoing

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**Actions taken for 2003-2004:**

1. A. 1. Create a Division of SLD diversity programming team
   Research on diversity issues and programming has been conducted. A Coordinator of Diversity Programs was hired in July 2004.

1. A. 2. Identify/Research internal and external best practices for building campus community
   This objective was successfully completed and a report was submitted to SLD Directors. AES partnered with University College to purchase over 30 adaptable workstations for students with disabilities. AES prepared the community outreach program "Movin On" to help area high school students with disabilities better understand their options for post-secondary education. AES partnered with Purdue University to offer TypeWell training. TypeWell is a program that allows real time captioning for the hearing impaired. A new campus smoking policy was implemented on campus.

1. A. 3. Utilize the Diversity Cabinet’s Diversity Performance Indicator results to develop programming and interventions in areas that need attention.
   Diversity Performance Indicator results from 2002 & 2003 showed a need for increasing efforts to attract and retain minority students. A Coordinator for Minority Student Retention was hired with a joint appointment between Student Life and Diversity and University College. The opening of the Campus Apartments at the River Walk, particularly International House, contributes to IUPUIs ability to attract and retain international students.

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**Evidence of Progress for 2003-2004:**
1. A. 8. Create a Division of SLD diversity programming team
    Team will be examined through membership, frequency and content of meetings, actions taken, and efforts toward reaching established goals.

1. A. 9. Identify/Research internal and external best practices for building campus community
    Smoking policy is adhered to by all. The availability, use, and usefulness of this information will be examined.

1. A. 10. Utilize the Diversity Cabinet’s Diversity Performance Indicator results to develop programming and interventions in areas that need attention
    Students seeking services at CAPS represent a more diverse population than the general student population of IUPUI. Additionally, slightly more than 50% of all IUPUI students who have received CAPS clinical services have persisted to graduation within 6 years. Establish area of focus and determine if efforts in that area positively impact performance indicators.

1. A. 11. The diversity efforts coordinated by the Office of Campus and Community Life, directed by Michelle T. Verduzco, was selected for the 2004 Joseph T. Taylor Award for Excellence in Diversity.

Activities planned for 2004-2005:

1. A. 4. Create a Division of SLD diversity programming team
    Team members will be recruited. A plan of action and goals will be established for diversity programming team.

1. A. 5. Identify/Research internal and external best practices for building campus community
    Smoking policy awareness resources will be developed and a process by which this information can be distributed and utilized by SLD staff will be developed.

1. A. 6. Utilize the Diversity Cabinet’s Diversity Performance Indicator results to develop programming and interventions in areas that need attention.
    Review the results of the 2004 Performance Indicator evaluation and determine what activities will take place to support the indicator areas tapped for improvement.

1. A. 7. New Associate Vice Chancellor will be asked to lead the effort of developing a diversity plan.

☐ B. Foster campus spirit through promotion of existing and creation of new campus traditions

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

1. B. 1. Display IUPUI Jaguar Logo in all departments
    Jaguar logo continues to be displayed; each department in SLD participates in Jaguar Spirit Fridays. SLD purchased and distributed stress dolls in the form of Jinx the Jaguar. The stress doll not only relieves tension, it also advertises the division website.

1. B. 2. Create division wide programming calendar
    Utilized university-wide calendar to avoid duplication and utilize available infrastructure.

1. B. 3. Post programs to SLD website
    Departmental representatives are responsible for posting information to the website. The main division page is updated with new programs every 7-10 days.

1. B. 4. Work with colleges and athletics to create campus spirit
    Both Campus & Community Life and Housing & Residence Life hosted coaches to speak at their respective events.
1 B. 5. Create new campus traditions
Events that are tapped as new traditions are growing and developing. Most notably is the new student convocation and weeks of welcome (WOW). Students spontaneously added detergent to the fountain to celebrate the start of the fall 2004 semester.

1 B. 6. Emphasize annual events
Seven cultural heritage celebrations were celebrated through a variety of activities such as speakers, arts events, and film series. Annual events are designed to be inclusive. For example, an interpreter was available at the 2004 MLK dinner and Chancellor Bantz’s inauguration.

Evidence of Progress for 2003-2004:

1 B. 13. Display IUPUI Jaguar Logo in all departments
100% of SLD departments participate in Jaguar Spirit Fridays. 5000 Jim Jaguar stress dolls were ordered and distributed.

1 B. 16. Work with colleges and athletics to create campus spirit
SLD staff members have observed students wearing spirit wear more frequently.

1 B. 17. Create new campus traditions
Over 4000 students attended WOW events in both 2003 and 2004. Sagamore captured fountain event. Attendance at annual events increases.

Activities planned for 2004-2005:

1 B. 7. Display IUPUI Jaguar Logo in all departments
Pamela Bliss has made herself available to paint additional logos in any area upon request. No specific requests have been made to date.

1 B. 8. Create division wide programming calendar
Continue to use university-wide calendar and examine the availability, use, and usefulness of this information.

1 B. 9. Post program to SLD website
Continue to post information in a timely fashion. The availability, use, and usefulness of this information will be examined.

1 B. 10. Work with colleges and athletics to create campus spirit
Continue to promote campus spirit through promotional items, spirit wear, speakers, and attendance at campus events.

1 B. 11. Create new campus traditions
Strengthen new student convocation and weeks of welcome to allow these traditions to become firmly planted. Focus will be given to key traditions. A qualitative study of WOW is being planned.

1 B. 12. Emphasize annual events
All SLD departments have updated their departmental literature and websites. The newly designed template is being used for all promotional materials for the cultural heritage months. The campus-wide calendar includes all programming offered by CCL with links from the CCL website.

C. Conduct an accessibility review within the Division of SLD and in planning future facilities, services, and programs.

Campus Planning Theme: Campus Climate for Diversity

Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:
Evidence of Progress for 2003-2004:
null

Activities planned for 2004-2005:

1. Committee will be established and start meeting in 2004-05. Information regarding accessibility will be gathered by December 2004. Committee will establish an appropriate timeline in which to meet, gather information, and report to VC-SLD. Committee will be involved with the design and construction of the Campus Center to ensure the new building is accessible.

2. Provide opportunities for learning, inquiry, and self-exploration to develop leadership, integrity and potential.

A. Provide learning opportunities to facilitate the attainment of knowledge of self and others

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Actions taken for 2003-2004:

2. A. 1. Create learning and development plans for staff and integrate these plans into annual performance assessments. All members of the division were trained to use online staff reporting system.

2. A. 2. Provide and promote professional development opportunities for students and staff (including conferences and workshops). Identified Regional and National Conferences available for Housing student leaders, parasprofessional and professional staff members.


AES staff members presented at two International conferences: International Conference on Education in January 2004 and at the International Conference on Disability in June/July 2004.

Frank Ross, Associate Director of Campus and Community Life, served as National Chair for NASPA GLBT Issues Knowledge Community, coordinated the GLBT Summit at the 2004 NASPA conference, and was appointed to the 2005 NASPA Conference Committee.

John Jones, Assistant Dean of Students, presented Student Life and Diversity Responds to student crises at the March 2004 meeting of Faith in the Academy Brown Bag Luncheon.

Kristen Knafel, administrative assistant for Campus and Community Life, was one of three student advocate award recipients at the Spring 2004 Conference for Smokefree Indiana.

Jayme Little, SLD graduate assistant, was a member of the four-person IUPUI team who earned second place in the 2004 Virtual Case Study competition for Masters students in student affairs. The competition was sponsored by Student Affairs.com.

Evidence of Progress for 2003-2004:

2. A. 5. Create learning and development plans for staff and integrate these plans into annual performance assessments. The use and usefulness of this online reporting system will be examined.

2. A. 6. Provide and promote professional development opportunities for students and staff (including conferences and workshops). The number of staff participating in national conferences increases or remains steady. Staff members will implement and share ideas obtained at conferences.

Activities planned for 2004-2005:

2. A. 3. Create learning and development plans for staff and integrate these plans into annual performance assessments. Staff will periodically update their accomplishments using the online system. The number of staff members utilizing the online system will be tracked.

2. A. 4. Provide and promote professional development opportunities for students and staff (including conferences and workshops). Staff members will continue to attend conferences and submit presentation proposals.

☑ B. Develop programming to cultivate leadership and integrity in students

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**
- Sub Unit: None
- Time Frame: Ongoing

Actions taken for 2003-2004:

2. B. 1. Develop a Division of SLD orientation and training program
SLD Employee Manual was developed and presented to the SLD Directors at September 2004 Directors meeting.

2. B. 2. Develop a Division-wide Professional Development Committee
Professional development committee was founded in Fall 2003 with members from each area in the Division. The committee is fully staffed and meets regularly. A subcommittee for retreats was created so that staff members can take ownership over the retreat and the professional development committee could focus on long-term professional development.

2. B. 3. Assess the academic integrity climate on IUPUI campus
Associate Dean of Students co-chaired a committee of faculty and staff to examine the climate of academic integrity on campus. A survey was selected and administered in Fall 2004.

Evidence of Progress for 2003-2004:

2. B. 7. Develop a Division of SLD orientation and training program
The manual is in existence. The use and usefulness of the manual will be examined.

2. B. 8. Develop a Division-wide Professional Development Committee
Committee will function well, meet regularly, and delegate retreat duties.

2. B. 9. Assess the academic integrity climate on IUPUI campus
Survey will yield results that will foster campus discussion regarding academic integrity.
Activities planned for 2004-2005:

2. B. 4. Develop a Division of SLD orientation and training program
Manual will be introduced to the entire staff at the December 2004 retreat. Manual will be used with new hires after that time.

2. B. 5. Develop a Division-wide Professional Development Committee
Committee will formalize professional development plans. Student development theory will continue and lunch-time brown bags will serve as a vehicle to discuss professional development topics.

2. B. 6. Assess the academic integrity climate on IUPUI campus
Complete the survey process, analyze the results, and present findings to campus.

C. Develop programming to cultivate leadership and integrity in Student Life and Diversity staff

Campus Planning Theme: Civic Engagement

Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

2. C. 1. Develop a Division of SLD student employee training program
A four member committee from across the Division of Student Life and Diversity has been developed to review the student employment training program. In June 2003, the committee submitted an assessment outline including goals, expected improvements, implementation strategies, measures and methodologies to the division.

2. C. 2. Develop mentoring programs
A four member committee from across the Division of Student Life and Diversity has been developed to review a mentoring program to pair SLD professional staff and SLD student workers. Program was combined with student employee training program, completed and submitted to SLD directors.

2. C. 3. Create a comprehensive leadership program
Program template designed.

2. C. 4. Create a division-wide program to promote careers in student affairs
For two consecutive years program has included: panel discussion and reception. Students attended the Indiana Student Affairs drive-in conference and shadowed vice-chancellor Karen Whitney for a day. A week of activities including a panel discussion and reception was planned and offered in the fall 2003.

2. C. 5. Create more on-campus student employment
Through the addition of the Campus Apartments, a total of 25 positions were filled. Of these 25 positions, 4 are graduate hall directors and 21 are resident advisers.

Evidence of Progress for 2003-2004:

2. C. 11. Develop a Division of SLD student employee training program
Develop and administer a pre/post test to assess the change in student employee knowledge of SLD Division and Unit missions. We expect there to be a significant increase in the knowledge of our student employees as a result of participating in the training. Develop and administer impact evaluation at the end of each semester. We expect that the knowledge gained from the training will impact the behaviors of the student employees. Annual review of the retention rate of student employees will be conducted. We expect to see an increase of the retention rate of student employees once the program begins. Evaluate students satisfaction with Student Employee Training Program. We expect that student employees will report an overall satisfaction with the training program.

2. C. 12. Develop mentoring programs
The program will be assessed through mentor and mentee evaluations. We expect that mentors will be satisfied with the program and will offer suggestions for improvement. We believe that mentee expectations will be met. Annual review of the retention rate of student employees will be conducted. We expect that student employees who participate in the mentoring program will have a higher retention
Employability and Retention: We expect graduates employed upon participation in the academic year 2003-04 to have higher retention rates than those who do not.

2. C. 13. Create a division-wide program to promote careers in student affairs
The number of attendees will be tracked. Attendees will be surveyed to determine their career choices.

2. C. 14. Create more on-campus student employment
The number of student employee positions remains steady or increases. The number of positions remained steady in 2003-04.

Activities planned for 2004-2005:

2. C. 6. Develop a Division of SLD student employee training program
Division leadership will review the committee's work. Upon division approval of the committee's work, the following actions are planned: Broaden the student employees' knowledge of SLD and the units within SLD. Distribute the SLD booklet *Building a Great Urban University Vision Mission, Values and Goals of the Division of Student Life and Diversity* to each student employee and review the contents of the booklet with student employees. Each student employee will complete the one day DART Training program. Develop and conduct student employee training program including assessment of student employee knowledge of SLD.

2. C. 7. Develop mentoring programs
Division leadership will review the committee's work. The mentor program committee plans to collaborate with the student employee training committee to avoid duplication of efforts. Once the mentor program is in place, the committee will pair professional staff mentors with student employee mentees, determine the mentees needs, and assist in dialogue of mentor relationship. The mentor committee will facilitate ongoing contact between mentor and mentee to discuss and meet needs related to SLD division, university and/or community.

2. C. 8. Create a comprehensive leadership program
Use template to further develop campus leadership program

2. C. 9. Create a division-wide program to promote careers in student affairs
A week of activities promoting careers in student affairs is planned for the 2004-05 academic year. These activities will include an informational fair for students.

2. C. 10. Create more on-campus student employment
Staff positions are filled annually. Application and interview process takes place each Spring semester.

3. Create collaborative partnerships within the campus and community in order to add value to the IUPUI collegiate experience.

A. Strengthen community and communication within the Division of Student Life and Diversity

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**
Sub Unit: None

**Time Frame:** Ongoing

Actions taken for 2003-2004:

3. A. 1. Create an internal SLD newsletter
Objective abandoned in favor of SLD listserv use. Newsletter was well received in theory, but did not appeal to staff in practice. The decision was made to discontinue the newsletter.

3. A. 2. Simplify use of Division of SLD Listserv (SLD-L)
SLD listserv created and being used by staff

3. A. 3. Create a Division of SLD "On-Course" staff resource to post information and increase communication
An online environment has been created for the Division of SLD using Oncourse.

3. A. 4. Distribute minutes from monthly directors' meeting to all staff
Meeting minutes were distributed via e-mail to all staff.
3. A. 5. Create cross-training and cross-functional work opportunities
Staff members informally collaborate on projects, but no formal opportunities for cross-training are established.

Evidence of Progress for 2003-2004:

3. A. 10. Distribute minutes from monthly directors’ meeting to all staff
E-mail has proven to be the preferred mode of distribution and all staff members have received the minutes.

3. A. 11. Simplify use of Division of SLD Listserv (SLD-L)
Staff regularly uses list to share information.

3. A. 12. Create a Division of SLD "On-Course" staff resource to post information and increase communication
Communication usage will be tracked during pilot phase.

3. A. 13. Create cross-training and cross-functional work opportunities
Staff will gain additional skills and have the ability to assist one another with events and projects.

3. A. 14. Create traditions within the Division of SLD (e.g. Awards Day, baseball game, pre-semester celebrations, holiday party in
December, end-of-year "blast")
Once activities and traditions are established there should be an increase in staff morale and increased staff retention.

Activities planned for 2004-2005:

Continue to use the list and examine its use and usefulness.

3. A. 7. Create a Division of SLD "On-Course" staff resource to post information and increase communication
Pilot this mechanism to determine usefulness to staff.

3. A. 8. Distribute minutes from monthly directors meeting to all staff
Continue to distribute minutes from directors’ meeting via e-mail to all staff members.

3. A. 9. Create traditions within the Division of SLD (e.g. Awards Day, baseball game, pre-semester celebrations, holiday party in
December, end-of-year "blast")
Staff will be asked to submit any activities through which they would like to develop traditions.

☑️ B. Establish and strengthen integral academic and campus partnerships that foster student development and potential.

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

3. B. 1. Develop a Division-wide presentation for new student orientation
First Year in a FLASH was presented to every student attending new student orientation in Summer 2004. First Year in a FLASH utilized student life mentors (JagCorps leaders) and UC mentors (OTeam leaders) to help incoming students: (1) build a sense of community among themselves and with IUPUI; (2) learn about college life and campus involvement opportunities; (3) learn about the programs and services of the Division of SLD, and (4) experience the emotions new students in college face.

3. B. 2. Identify existing and potential educational partners
A total of three CCL staff members contacted and met with a total of seven groups of deans/associate deans to cultivate partnerships.
CCL coordinates DART (Diversity Awareness Resource Team) whose strength lies in the partnership of IUPUI faculty, staff and students from across campus.

3. B. 3. Explore and initiate contacts in UC and learning communities to share information on SLD and related programming
Several departments in SLD have been involved in mentor training for learning communities as well as presented talks to the learning communities. The associate director of CCL regularly met with many learning community faculty and instructional teams and co-taught a learning community. The associate director of CCL meets with UC advising center staff to provide information updates from the Division of SLD. The director and associate director of CCL are on the UC electronic listserv and distribute SLD updates.

Evidence of Progress for 2003-2004:

3. B. 7. Develop a Division-wide presentation for new student orientation
Approximately 5400 new students received information about SLD and the programs, activities, and services provided by the division. New students will be better informed about the programs and services offered by the Division of SLD. Students are provided with interest inventories for involvement in co- and extra-curricular programs. Hundreds of students have requested information about student organizations, cultural enrichment programs, sports and recreational programs and we expect to see an increase in participation in student organizations.

3. B. 8. Identify existing and potential educational partners
In addition to favorable responses to requests for collaboration, departments and schools are asking increasingly for presentations and offering to co-sponsor programming.

3. B. 9. Explore and initiate contacts in UC and learning communities to share information on SLD and related programming
CCL is now a regular presenter at the Learning Community Colloquium each May, does significant training of learning community mentors, posts weekly updates to the UCOL announcements for learning communities, assist learning community instructors with co-curricular programming and reflection assignments, and the associate director of CCL and other SLD directors provide numerous presentations in learning communities.

Activities planned for 2004-2005:

3. B. 4. Develop a Division-wide presentation for new student orientation
CCL will continue to coordinate its well-received section during every new student orientation program in 2005.

3. B. 5. Identify existing and potential educational partners
Faculty will be actively sought for collaboration and presentations on programming. The department of CCL will host guests at monthly staff meetings to learn more about how the department and division can improve communication and collaboration. Increased outreach for DART will include more faculty, staff and students at IUPUI.

3. B. 6. Explore and initiate contacts in UC and learning communities to share information on SLD and related programming
Continue to be a strong influence in learning community mentor training and to supply weekly information updates about programming on campus and in the community. Associate director will continue meetings with UC instructors, bi-weekly meetings with associate dean of UC. Continue involvement with developing Thematic Learning Community program.

C. Strengthen existing and create new community partnerships
Campus Planning Theme: Civic Engagement
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

3. C. 1. Develop tentative action plans and goals for each of these partnerships
Campus and Community Programs (CCP) established a partnership with the Eiteljorg Museum to provide free admission to IUPUI students, faculty, and staff. Over 750 students, faculty, and staff visited the Eiteljorg Museum last year.
CCP established a partnership with El Centro Hispano. November 2003 was the first time El Centro Hispano became a recipient of the Jan the Jaguar Bus Food Drive. Michelle Verduzo, in collaboration with the Department of Anthropology, planned and participated in an immersion trip to Cuernavaca, Mexico where participants learned the Spanish language, developed cultural awareness, and provided service to the local hospital and children's home. This group was presented with a commendation by the Mayor of Cuernavaca, Mexico.

3. C. 2. Each SLD department will identify desired partnerships.
CCP has identified and established partnerships with campus and community.

3. C. 3. Create annual report for Campus and Community Partnerships
Annual report was written and distributed to campus and community constituents.

Evidence of Progress for 2003-2004:

3. C. 7. Develop tentative action plans and goals for each of these partnerships
Partnership action plans and goals are established. These plans will be evaluated. Learning goals for immersion trip were established and measured through a qualitative assessment. Immersion trip participation will increase.

3. C. 8. Each SLD department will identify desired partnerships.
Database of desired partnerships will be developed and partnership contacts increased.

3. C. 9. Create annual report for Campus and Community Partnerships
Annual report is widely distributed. IUPUI and community partnerships were celebrated through a mural located in the Business/ SPEA corridor leading to University Library. The mural We All Flow Together in the River of Time was completed by 40 Herron School of Arts students and highlights the IUPUI and community partnerships.

Activities planned for 2004-2005:

3. C. 4. Develop tentative action plans and goals for each of these partnerships
Each SLD department will submit plans and goals for their partnerships to Director of Campus and Community Programs. The CCP Director will create and maintain a database of partnerships. A second trip to Cuernavaca, Mexico is planned for May 2005.

3. C. 5. Each SLD department will identify desired partnerships.
Each SLD department will submit information for desired partnership opportunities.

3. C. 6. Create annual report for Campus and Community Partnerships
Annual report will be created and distributed.

☐ 4. Create, maintain and improve facilities to enhance campus climate, community and pride and to make the IUPUI experience more fun.

☐ A. Create new facilities
   Campus Planning Theme: Best Practices
   Secondary Goals:
   Sub Unit: None
   Time Frame: Ongoing

Actions taken for 2003-2004:

4. A. 1. Open 800 bed spaces
Campus Apartments at the River Walk opened to residents in August 2003. The 23 houses at the Campus Apartments can accommodate 771 residents. The Building Names Project named each of the 23 Houses at the Campus Apartments in honor of IUPUI Heroes. These individuals who, by their outstanding achievement and extraordinary dedication, helped make IUPUI one of the top urban universities in
the country. Campus Apartments at the River Walk were dedicated on May 26, 2004 with an audience of over 200 in attendance.

4. A. 2. Open Campus Center
Indiana University Board of Trustees and Indiana State Legislature approved Campus Center design and funding.

4. A. 3. Open 1000 additional bed spaces
Identified key individuals to serve on assessment planning committee. Committee work will not take place until first 800 beds are filled to capacity.

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Evidence of Progress for 2003-2004:

4. A. 8. Open 800 bed spaces
All bed spaces opened for occupancy. Satisfaction survey administered to residents.

4. A. 9. Open Campus Center
Construction of campus center will begin as scheduled.

4. A. 10. Open 1000 additional bed spaces
When housing demand reaches 90% sustained occupancy of Campus Apartments planning committee work will commence.

4. A. 11. Open Student Recreation/Wellness Center
Major donors identified.

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Activities planned for 2004-2005:

4. A. 4. Open 800 bed spaces
Housing Residence Life will develop marketing strategies to ensure maximum occupancy.

4. A. 5. Open Campus Center
Complete design process, accept project bids, select contractor and break ground in Spring 2005. Construction will last approximately two years with an anticipated opening in Summer 2007.

4. A. 6. Open 1000 additional bed spaces
Once the Campus Apartments on the River Walk are at projected occupancy levels, the assessment planning committee will examine occupancy levels as well as student and campus needs.

4. A. 7. Open Student Recreation/Wellness Center
Begin cultivating major donors for student recreation/wellness center.

☑️ B. Maintain and improve established or existing facilities

Campus Planning Theme: Best Practices

Secondary Goals:
Sub Unit: None

Time Frame: Ongoing

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Actions taken for 2003-2004:

4. B. 1. Renovate lower level of University College
Lower level of UC was renovated in the summer and fall 2002. Additional furniture and sound equipment was purchased in 2003. The Multimedia Production Center for student organizations was set up during the summer of 2003. No additional major renovation activities took place in 2003-04.

4. B. 2. Create an environmental audit team to evaluate SLD facilities
Audit team composed of six SLD members has been selected.

4. B. 3. Develop criteria and implementation plan
Criteria and implementation plan are in development stage.

Evidence of Progress for 2003-2004:

4. B. 5. Renovate lower level of University College
Area is highly utilized on a daily basis. The lower level seating capacity has been increased by about 100% and is filled almost to capacity during various hours of the day.

4. B. 6. Create an environmental audit team to evaluate SLD facilities
Team was created.

4. B. 7. Work with USA to purchase outdoor furniture annually
Student highly utilize the outdoor furniture. Student and staff feedback on outdoor furniture and first floor of UC has been very favorable. Seating outdoors has been increased from 0 to 60 seats. Seating on the first floor of UC went from 192 to 250.

Activities planned for 2004-2005:

4. B. 4. Renovate lower level of University College
No major renovations are planned because of the Campus Center construction.

☑️ C. Communicate Strategies

Campus Planning Theme: Best Practices
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

4. C. 1. Celebrate new and improved facilities
The Building Names Project named each of the 23 Houses at the Campus Apartments in honor of IUPUI Heroes. These individuals who, by their outstanding achievement and extraordinary dedication, helped make IUPUI one of the top urban universities in the country. Campus Apartments at the River Walk were dedicated on May 26, 2004 with an audience of over 200 in attendance.

4. C. 2. Communicate with USA and GSO
USA website updated to facilitate open communication.

4. C. 3. Solicit ongoing feedback from campus community
The Continuing Student Satisfaction and Priorities Survey data were analyzed and presented at the December 2003 SLD retreat. Housing satisfaction survey was revised and administered. A preliminary report was submitted to Director of Housing and Residence Life. Academic Integrity survey administered campus-wide. Individual programs such as Movin’ On and SAAB were qualitatively assessed. The NSSE was administered in Spring 2004 and the housing population was over-sampled to allow for reliable data and more in-depth analysis.

4. C. 4. Create and update websites
Websites have been updated every 7-10 days.

4. C. 5. Press release issued to Sagamore and Media Relations at the start of each semester
Though generally implemented at all times on the web, the in-print marketing and link re-direction from various old pages was covered in many media on campus.
Evidence of Progress for 2003-2004:

4. C. 10. Celebrate new and improved facilities
Dedication for new student housing was well attended by over 200 individuals.

4. C. 11. Communicate with USA and GSO
USA revised their constitution. CCL recognized over 160 student organizations on campus, representing a 20% increase in organizations in the past 2 years. Over 1227 student organization events were coordinated and 13,478 students and visitors were assisted at the Student Activity Center information desk.

4. C. 12. Solicit ongoing feedback from campus community
Surveys are conducted in a purposeful manner and collaborative manner without burdening respondents with numerous surveys. Information from these surveys will be used by the SLD staff to make planning and programming decisions.

4. C. 13. Create and update websites
Website is used as an information source for students, faculty, and staff

Activities planned for 2004-2005:

4. C. 6. Celebrate new and improved facilities
Hold Campus Center ground breaking in Spring 2005.

4. C. 7. Solicit ongoing feedback from campus community
Current on-campus residents will be asked to participate in resident satisfaction survey. NSSE results will be analyzed and presented to the division. WOW will be assessed.

4. C. 8. Create and update websites
Continue with at least weekly updates of information, with new or most recently active programs highlighted throughout the Division’s pages. Committee is focusing on developing user-friendly and informative diversity resource web pages.

4. C. 9. Press release issued to Sagamore and Media Relations at the start of each semester
News stories and community interest pieces from the Division of SLD continue to run in various on-campus media outlets.

5. Develop assessment activities, best practices and continuous improvement that increases Student Life and Diversity visibility and respect within the campus community in order to be recognized as an educational partner on campus, state-wide, nationally and internationally.

A. Create an assessment plan for the Division
Campus Planning Theme: Best Practices
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

5. A. 1. Include faculty, staff and students in web-based assessment surveys
NSSE was administered in Spring 2004 and the academic integrity survey began in Fall 2004.

5. A. 2. Create an Annual Report
The online annual report template was used and SLD annual report submitted. The division strategic plan is directly tied to the annual report.

5. A. 3. Articulate and distribute information
Evidence of Progress for 2003-2004:

5. A. 7. Include faculty, staff and students in web-based assessment surveys
Meaningful analyses will be conducted based on the new or revised items and subpopulations of interest and reported. The data reported will be used to make planning and programming decisions.

5. A. 8. Create an Annual Report
The Annual Report should be submitted by the deadline established by the University.

5. A. 9. Articulate and distribute information
The Annual Report was submitted by the established due date during the Fall of 2003.

Activities planned for 2004-2005:

5. A. 4. Include faculty, staff and students in web-based assessment surveys
Continue to revise and develop items for existing surveys that are aligned with SLD issues/goals and over-sample subpopulations of interest.

5. A. 5. Create an Annual Report
Each staff member will be expected to assist in the Annual Report based on their individual learning and development plans for the 2004-2005 academic year.

5. A. 6. Articulate and distribute information
Continue to present and share results of assessment efforts.

☐ B. Each department engages in benchmarking of best practices

Campus Planning Theme: Best Practices
Secondary Goals:
Sub Unit: None
Time Frame: Ongoing

Actions taken for 2003-2004:

5. B. 1. Create a student advisory council
Established a student advisory council, appointed students to the council and regularly met during 2003-04.

5. B. 2. Cultivate more collaboration between the Division of SLD and University College.
Three sessions were presented at the learning community colloquium. Departments within the Division of SLD are represented in New Student Orientation and learning community mentor training. CCL is represented on Team IUPUI. The director, associate director and assistant director are strongly represented in many of the important functions and programming in UC. The associate director of CCL communicates weekly with all learning community instructors and mentors and meets with the associate dean of UC bi-weekly.

5. B. 3. Identify and review peer institutions
Urban 13 institutions identified as peer institutions.

5. B. 4. Review CAS Standards
CAS standards were presented to the SLD staff at the December 2003 retreat. The standards were distributed and staffs discussed how they could be used in planning processes. Housing and residence life conducted a full CAS review in Spring 2004.

5. B. 5. Meet with targeted faculty, students and staff
Consultations were held with AES, Coordinator for Minority Retention, WOW staff, and USA officers. Meetings with all SLD directors...
Evidence of Progress for 2003-2004:

5. B. 15. Create a student advisory council
Council was appointed and met.

5. B. 16. Cultivate more collaboration between the Division of SLD and University College
Integration of CCL activities in learning community syllabi for credit and extra-credit assignments. Increase in participation of learning community students in CCL programs and services. Increase in learning community faculty seeking out CCL programs and services for curricular inclusion.

5. B. 17. Identify and review peer institutions
Peer institution comparisons will be used in reporting.

5. B. 18. Review CAS Standards
SLD staff is aware of CAS standards. One SLD unit conducted a full CAS review.

5. B. 19. Meet with targeted faculty, students and staff
Information about SLD assessment efforts will be disseminated.

5. B. 20. Improvement of services and practices by employing a psychiatrist at CAPS facilities
Qualified candidate will be hired.

5. B. 21. Identify and determine future staffing needs at CAPS
Initial data collection completed.

Activities planned for 2004-2005:

5. B. 8. Create a student advisory council
Continue regular meeting schedule, establish goals and action plan for committee work.

5. B. 9. Cultivate more collaboration between the Division of SLD and University College
CCL will continue participation in new student orientation, learning communities, and Team IUPUI. CCL staff will continue regular meetings with UC faculty and staff and will share its efforts at campus meetings.

5. B. 10. Identify and review peer institutions
Work together to identify peer institutions with effective programs as they further develop and implement their own initiatives. Provide resources to units based on peer institution practices.

5. B. 11. Meet with targeted faculty, students and staff
Meetings and presentations will be conducted as needed.

Encourage areas to incorporate CAS standards into their planning and activities.

5. B. 13. Improvement of services and practices by employing a psychiatrist at CAPS facilities
Meet with representatives of Psychiatry Residency Program to determine feasibility of placement. Search for candidates will take place.
and interviews or interested Psychiatry residents for part-time consulting position will be conducted.

3. B. 14. Identify and determine future staffing needs at CAPS
Gather and analyze data from CAPS database to determine if service delivery adequate for current demand for services. Utilize results of program review process to determine future needs.

☐ C. Develop a sound financial plan
   **Campus Planning Theme:** Best Practices
   **Secondary Goals:**
   **Sub Unit:** None
   **Time Frame:** null

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**Actions taken for 2003-2004:**

5. C. 1. Create a template and annual timeline for development of departmental budgets
   Draft template has been used during budget construction.

5. C. 2. Link allocation of resources to strategic plan
   Management team used planning document in allocating base budget and cash resources. Division completed 10-year financial planning scenario report.

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**Evidence of Progress for 2003-2004:**

null

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**Activities planned for 2004-2005:**

5. C. 3. Create a template and annual timeline for development of departmental budgets
   Monthly reviews will be made to determine if budget planning decisions are leading to year end balanced SLD budgets.

☐ D. Create a Division of Student Life and Diversity public relations campaign
   **Campus Planning Theme:** Best Practices
   **Secondary Goals:**
   **Sub Unit:** None
   **Time Frame:** Ongoing

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**Actions taken for 2003-2004:**

5. D. 1. Officially change the name of SLD to Division of SLD
   Name was changed in Spring 2003. Planned a campus-wide public relations campaign in partnership with External Relations to describe what students, faculty, and staff can expect from the units in the Division. The campaign was launched August 2003.

5. D. 2. Create a counter on Division of SLD webpage
   WebTrendsLive continues to be used.

5. D. 3. Create Division Info packet
   Division-wide marketing brochure was developed in August 2004.

5. D. 4. Present SLD as a unified Division
   Referred to the collection of units as a Division in talks, presentations, and in writing; Published and widely distributed the Divisions strategic plan: Discussed the importance of being a Division at the December Division staff retreat.
Evidence of Progress for 2003-2004:

5. D. 10. Officially changed the name of SLD to Division of SLD
5. D. 11. Create a counter on Division of SLD webpage
Web counter is in place.
5. D. 12. Create Division Info packet
Division will see an increase in the number of referrals we receive because those in front-line positions will have an increased awareness of what SLD has to offer.
5. D. 13. Present SLD as a unified Division
Assess effectiveness of public relations campaign in order to better plan future communication efforts.

Activities planned for 2004-2005:

5. D. 6. Officially change the name of SLD to Division of SLD
Continue PR campaign.
5. D. 6. Create a counter on Division of SLD webpage
Investigate other options to track web-hits that may be more reliable than WebTrends.
5. D. 7. Create Division Info packet
Distribute brochures in a meaningful manner that will encourage recipients to retain and utilize brochure.
5. D. 8. Present SLD as a unified Division
Continue public relations campaign.
5. D. 9. Create a logo
Will review need for division logo.

Fiscal Health

*** Fiscal health report for 2004-05 is attached as PDF file. ***

Reallocation Plan

Other Question(s)

How do you plan to maintain/increase quality in the face of diminishing resources? What processes do you have in place to do this, for example, how are faculty involved in decision-making?

How do you cultivate a climate for diversity -- how do you recruit, develop, and retain diverse students, faculty, and staff? How do you incorporate diversity in the curriculum, in research, in civic engagement?

Five years from now what proportion of your faculty do you expect to be in the following categories: tenure track faculty, clinical faculty, research faculty, lecturers, or other academic specialties (percentages should total 100%)?
Please prepare an EXECUTIVE SUMMARY of no more than one page summarizing your most significant accomplishments of the past year (including items from the period from July 1, 2003 to the present) and the major initiatives you plan to undertake in 2004-05.