2004-2005 Student Life

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

Actions taken for 2004-2005:

1. A. 1. Create a Division of SLD diversity programming team
   A formal programming team was not established; however, several staff members assumed programming duties and executed diversity awareness training, cultural enrichment programs, and activities that fostered an inclusive campus community. Campus and Community Life (CCL) launched “interactive cultural education” this year, using the CCL website as an educational tool for IUPUI students, faculty and staff.

1. A. 2. Identify/Research internal and external best practices for building campus community

   - AES partnered with Office of Professional Development to purchase adaptable workstations.
   - AES executed 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.
   - AES opened state-of-the-art adaptive lab in IT building
   - AES earned Easter Seals Award for contributions to higher education for people with disabilities.
   - The Office of the Vice Chancellor of SLD worked with Campus Facility Services and Human Resources to communicate the new smoking policy to students, faculty, and staff. Promotion and evaluation of the policy took place.
   - The division created an external funding and grant committee charged with pursuing alternate streams of revenue. Eight sources of funding were pursued.
• AES gave presentations to on-campus audiences on the topics of disability issues in higher education, adaptive technology, and services available for students with disabilities.

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 showed a need for increasing efforts to attract and retain minority students. Efforts and programs designed to retain students of color are a priority.

Evidence of Progress for 2004-2005:

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. Campus and Community Life conducted nine training sessions for 575 participants.

1. A. 9. Identify/Research internal and external best practices for building campus community
Smoking policy evaluation report for year one was submitted to the Vice Chancellor for Student Life and Diversity. SLD was successful in receiving funding for five of the eight proposals submitted.

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. Other SLD programs will be evaluated for the impact on retention and student learning.
• Division-wide plan for diversity will be developed, presented, approved by July 1, 2006.

Activities planned for 2005-2006:

1. A. 4. Create a Division of SLD diversity programming team
Staff members assuming programming responsibilities will meet periodically, develop a more formal plan of action, and establish future goals. This group will consider the results of the Diversity Indicators when establishing priorities.

1. A. 5. Identify/Research internal and external best practices for building campus community
Smoking policy will be evaluated for a second year and future directions for the smoking policy will be considered. External funding and grants committee will actively pursue funding. One grant is currently under consideration.

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 2003 Performance Indicator evaluation and determine what activities will take place to support the indicator areas tapped for improvement. These results will inform the work of the programming team.
• The Assistant Vice Chancellor and Director of Assessment and Planning are charged with creating a division-wide plan by July 1, 2006.

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 2004-2005:
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.

1. B. 2. Create division-wide programming calendar
Utilized university-wide calendar (events.iupui.edu) to avoid duplication and utilized available infrastructure. Division planning calendar was developed as part of the strategic planning process.

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
Campus and Community Life fosters relationships across campus to create campus spirit. Housing and Residence Life has received positive feedback about the departmental van, which is decorated with the IUPUI logo.

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). A qualitative evaluation of WOW was conducted. Office of Community Service and Campus and Community Life sponsored two Alternative Spring Break trips this year to Nashville, TN, and Atlanta, GA. Nineteen students and staff members volunteered about 30 hours each, serving the Nashville, TN and Atlanta, GA communities, and learning more about hunger, homelessness, poverty, and diversity.

1. B. 6. Emphasize annual events
Seven cultural heritage month celebrations were celebrated through a variety of activities such as speakers, arts events, and film series. Campus and Community Life sponsored 38 cultural enrichment programs.

Evidence of Progress for 2004-2005:

1. B. 13. Display IUPUI Jaguar Logo in all departments
100% of SLD departments participate in Jaguar Spirit Fridays.

Departments will utilize the division-wide strategic planning calendar.

1. B. 15. Post program to SLD website.
Website will be up-to-date. Communication fostered through website activity will increase.

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
Fifteen WOW events took place over a three-week period of time with over 7500 student participants. Almost 1250 individuals (96.5% of whom were undergraduate students) participated in 10 different IUPUI Goes to Town Events – a 226% increase over 2003-2004 where 5 events were offered and only 61.6% of the participants were undergraduates.

1.B. 18. Emphasize annual events.
Over 1330 IUPUI students, faculty, and staff attended 38 cultural enrichment programs. The 2003 Dr. Martin Luther King, Jr. Day of Service had the largest involvement yet with 319 faculty, staff, student, and community volunteers. A campus-wide evaluation of end-of-year celebrations was conducted. The results were presented to the Vice Chancellor for Student Life and Diversity.

Activities planned for 2005-2006:
1. B. 7. Display IUPUI Jaguar Logo in all departments
Departments will continue to participate in Jaguar spirit Fridays and strategically and appropriately display the Jaguar logo.

1. B. 8. Create division-wide programming calendar
Continue to use university-wide calendar and examine the availability, use, and usefulness of this information. The division-wide strategic planning calendar will be used by all departments in the division.

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 (WOW) to allow these traditions to become firmly planted. Focus will be given to key traditions. Evaluation of these events will be expanded. Office of Community Service will be piloting a Fall Alternative Break in Fall 2005.

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

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**Actions taken for 2004-2005:**

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**Evidence of Progress for 2004-2005:**

null

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**Activities planned for 2005-2006:**

1. C. 1. 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.

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

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

**Campus Planning Theme:** Teaching and Learning

**Secondary Goals:**

**Sub Unit:** None

**Time Frame:** null
Actions taken for 2004-2005:

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. The division retreats offer a time when common professional development topics are presented.

2. A. 2. Provide and promote professional development opportunities for students and staff (including conferences and workshops).

- SLD staff serve on committees for several professional organizations including NASPA, Indiana Student Affairs Association, and Center for Academic Integrity. Staff participated in numerous training opportunities including: Indiana Department of Educational Core 40 End of Semester review (review for bias and sensitivity); QLD Training as part of the Diversity Corps, Town Hall meeting; Principles of Undergraduate learning; Taylor Symposium; Conference on Diversity IUPUI; Symposium: Research of Faculty, Staff, and Students of Color IUPUI; National Conference on Race and Ethnicity; Conference on Multiple Perspectives on Access, Inclusion, and Disability and ADA; International Conferences on Higher Education and Disability: "Scanning the Horizon: Global Perspective on Higher Education and Disability."; 7 Habits of Highly Effective People; FIS Training; FMS Training; and HR Training.

- SLD staff presented over 10 workshops, 25 papers, and 35 training sessions at numerous regional, national, and international conferences including: International Conference on Higher Education and Disabilities; Multiple Perspectives Conference on Disability Issues; National Conference on Race and Ethnicity; NASPA; Indiana Admissions and Registrars Counselors Association; and ACUHO-I.

- Counseling and Psychological Services (CAPS) developed and implemented a pre-doctoral psychology internship program. CAPS received 44 applications for 6 positions dedicated to training central Indiana psychology professionals.

Evidence of Progress for 2004-2005:

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. CAPS currently has one pre-doctoral psychology intern.

Activities planned for 2005-2006:

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, submit presentation proposals, and participate in professional development opportunities of interest.

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 2004-2005:

2. B. 1. Develop a Division of SLD orientation and training program

SLD Employee Manual was developed and distributed to the division in December 2004.
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. The committee established goals for the 2004-05 year.

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 administered in Fall 2004 and results analyzed in Spring 2005.

Evidence of Progress for 2004-2005:

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
   The level to which the committee meets its goals will be examined.

2. B. 9. Assess the academic integrity climate on IUPUI campus
   Improved academic integrity on campus.

Activities planned for 2005-2006:

2. B. 4. Develop a Division of SLD orientation and training program
   Manual will be updated as needed and used during new employee training.

2. B. 5. Develop a Division-wide Professional Development Committee
   Committee will plan and execute professional development opportunities according to the established goals.

2. B. 6. Assess the academic integrity climate on IUPUI campus
   Analyze the survey results, share the results with stakeholders, and use information to implement plans that foster a climate of integrity across 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 2004-2005:

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 developed the student employment training program. Training program was utilized in Fall 2005.

2. C. 2. Develop mentoring programs
   A four member committee from across the Division of Student Life and Diversity developed a mentoring program to pair SLD professional staff and SLD student workers. This program was developed in conjunction with the student employee training program and utilized in Fall 2005.

2. C. 3. Create a comprehensive leadership program
The Leadership Series for spring semester 2005 included six sessions, using the book, The Leadership Challenge by Kouzes and Posner. Facilitators included IUPUI staff and community members. First and second year student leaders were targeted and invited to participate.

Student Organization Workshops in the fall and spring semesters included a series of four topics designed to assist student organization leaders with the development of their organizations. Three workshops were held in the fall 2004 semester for over 58 student organizations. Two spring semester workshops were held in 2005 for 11 new organizations.

Discussions took place regarding the focus and curriculum for future leadership programs.

To Mexico with Love, language immersion program was implemented.

2.C.4. Create a division-wide program to promote careers in student affairs
The division sponsored a panel discussion and reception. A brown bag lunch was held with graduate students and SLD staff for all to share research interests and foster opportunities for collaboration and professional development.

2.C.5. Create more on-campus student employment
The additional positions created when the Campus Apartments opened continue to be filled.

Evidence of Progress for 2004-2005:

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 mentor 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 rate than those who do not.

2.C.13. Create a comprehensive leadership program
- Over 100 students representing 30+ organizations were involved with the Leadership Series and the Organization workshops.

- The outcomes of To Mexico with Love will be measured using qualitative and quantitative measures. A total of 30 students, faculty and staff, plus one community agency leader participated in this program from the middle of May until the middle of June. The group worked with three service agencies and schools, providing nearly 500 person-hours of service in Mexico.

2.C.14. 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 2004-05. Resident Assistant (R-A) applications reached a record high with 52 applications for 26 positions.

Activities planned for 2005-2006:

2.C.6. Develop a Division of SLD student employee training program

Implement the training that was developed through the following actions: 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

Implement the program by pairing professional staff mentors with student employee mentee, determine the mentee's 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

- Further develop and implement future leadership programs.
- Continue and expand To Mexico with Love program.

2. C. 9. Create a division-wide program to promote careers in student affairs
Continue to host an informational fair for students to develop interest in student affairs.

2. C. 10. Create more on-campus student employment
Staff positions are filled annually. Application and interview process takes place each Spring semester. The division anticipates new hires in Fall 2007 with the opening of the Campus Center.

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:**

- None

**Time Frame:** Ongoing

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**Actions taken for 2004-2005:**

3. A. 1. Create an internal SLD newsletter
A "spotlight on staff" newsletter was developed and circulated to SLD staff. This newsletter allows staff to share information about themselves including personal interests, hobbies, etc. The newsletter is tool by which staff can get to know one another better.

3. A. 2. Simplify use of Division of SLD Listserv (SLD-L)
SLD Listserv actively 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. AES staff were trained in SIS/IU/E for data collection and coordinated training with staff regarding payroll and database functions.

3. A. 6. Create traditions within the Division of SLD (eg. Awards Day, baseball game, pre-semester celebrations, holiday party in December, end-of-year "blast")
No traditions have been created to date. However, an SLD day at the Indians baseball game was held in summer 2005. Although the temperature was very hot, the staff who attended enjoyed the game and each other.

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**Evidence of Progress for 2004-2005:**
3. A. 13. Create an internal SLD newsletter
The use and usefulness of SLD newsletter will be examined.

3. A. 14. 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. 15. Simplify use of Division of SLD Listserv (SLD-L)
Staff regularly use list to share information.

3. A. 16. 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. 17. 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. 18. Create traditions within the Division of SLD (eg. 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 increase in staff retention.

Activities planned for 2005-2006:

3. A. 7. Create an internal SLD newsletter
Newsletter will be developed and circulated once each semester.

3. A. 8. Simplify use of Division of SLD Listserv (SLD-L)
Continue to use the list and examine its use and usefulness.

3. A. 9. 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. 10. Distribute minutes from monthly directors meeting to all staff
Continue to distribute minutes from directors meeting via e-mail to all staff members.

Encourage staff member collaboration.

3. A. 12. Create traditions within the Division of SLD (eg. 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 2004-2005:

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 Winter 2004 and Summer 2005. Campus and Community Life (CCL) reached 2,645 students during this interactive program. 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. This program was also recognized with a NASPA award in 2005.

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. DART program earned a grant to develop an assessment for the training.
- Campus and Community Programs (CCP) has established five community partnerships that will foster student learning.
- Office of Community Service (OCS) and CCL supported the campus commitment to political involvement in Fall 2004 by advising and financially supporting the student leader who founded JagVote. Through his efforts and the efforts of several volunteers, over 800 people registered to vote on the IUPUI campus.
- The Senate created, with American Democracy Project, the Democracy Plaza in the business breezeway to encourage students to voice their political and social issues concerns.

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 met 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 list serv and distribute SLD updates. Campus & Community Life reached approximately 2500 first-year students by working in collaboration with first-year seminar (learning community) instructional teams and by producing a weekly newsletter of campus and community involvement opportunities.

Evidence of Progress for 2004-2005:

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, assists 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. Campus & Community Life made 50 classroom presentations in first-year seminar courses.

Activities planned for 2005-2006:

3. B. 4. Develop a Division-wide presentation for new student orientation

CCL will continue to coordinate its well-received segment during every new student orientation program in 2005-06.

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
C. Strengthen existing and create new community partnerships

**Campus Planning Theme:** Civic Engagement

**Secondary Goals:**

**Sub Unit:** None

**Time Frame:** Ongoing

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**Actions taken for 2004-2005:**

3. C. 1. Develop tentative action plans and goals for each of these partnerships

Campus and Community Programs (CCP) established five community partnerships. Our partners are: Eiteljorg Museum, El Centro Hispano, Indiana State Museum, Indianapolis Urban League, and Madame Walker Theatre Center. Michelle Verduzco, collaborated with the School of Nursing, to involve nursing students in the To Mexico with Love, language 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.

3. C. 2. Each SLD department will identify desired partnerships.

CCP has identified and established partnerships with the 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.

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**Evidence of Progress for 2004-2005:**

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 will be measured through a qualitative and quantitative assessment methods. 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. Existing IUPUI and community partnerships will continue and the number of new partnerships increases.

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**Activities planned for 2005-2006:**

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.

To Mexico with Love program is scheduled for May 2006 and plans are underway to expand this program in the future.

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.
A. Create new facilities

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

**Actions taken for 2004-2005:**

4. A. 1. Open 800 bed spaces  
Substantial marketing efforts have taken place and occupancy in the Campus Apartments continues to grow.

4. A. 2. Open Campus Center  
The demolition of the Bowers building took place in Summer 2005 to make way for the Campus Center. Groundbreaking for the Campus Center took place on September 30, 2005. Preparations and plans for the Campus Center are ongoing.

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.

**Evidence of Progress for 2004-2005:**

4. A. 8. Open 800 bed spaces  
All bed spaces opened for occupancy. Overall housing occupancy in Spring 2005 was 71% and occupancy increased to 92% in Fall 2005. Satisfaction survey administered to residents.

4. A. 9. Open Campus Center  
Construction of campus center will progress 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.

**Activities planned for 2005-2006:**

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

4. A. 5. Open Campus Center  
Project development and execution will continue. Excitement generated by the groundbreaking will be fostered throughout the year with construction updates. The construction crane will display an IUPUI flag and individuals can watch construction through a construction webcam. Construction will last approximately two years with an anticipated opening in Fall 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 2004-2005:

4. B. 1. Renovate lower level of University College
   No major renovation activities were conducted in 2004 in anticipation of the Campus Center Opening in 2007.

4. B. 2. Work with USA to purchase outdoor furniture annually
   Furniture was not purchased in 2004.

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Evidence of Progress for 2004-2005:

4. B. 4. Renovate lower level of University College
   Area is highly utilized on a daily basis. The lower level seating capacity is filled almost to capacity during various hours of the day.

4. B. 5. 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.

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Activities planned for 2005-2006:

4. B. 2. Renovate lower level of University College
   No major renovations are planned because of the Campus Center construction.

4. B. 3. Work with USA to purchase outdoor furniture annually
   No furniture purchases are planned for 2005.

C. Communicate Strategies

**Campus Planning Theme:** Best Practices

**Secondary Goals:**

**Sub Unit:** None

**Time Frame:** Ongoing

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Actions taken for 2004-2005:

4. C. 1. Celebrate new and improved facilities

- Campus Center groundbreaking ceremony was held on September 30, 2005, with over 300 participants in attendance. Plans and interactive virtual tours of the Campus Center are available on the SLD website.
- A new room scheduling software from Event Management Services (EMS) was purchased in June 2005. Use of this software will help better monitor the use of equipment inventory, prevent the accidental double booking of rooms, generate many types of usage reports, and help provide quicker and more effective customer assistance. Use of the program will be phased in over the fall 2005 semester.
4. C. 2. Communicate with USA and GSO
USA website updated to facilitate open communication. Almost 250 students utilized the new Multimedia Production Center (MPC) for student organization purposes in the fall of 2004. In the spring of 2005, the number increased to 275, accounting for a 14% increase. The MPC lab had over 36 different student organizations actively using the facility as well as other SLD Departments. Use of the Video Information Distribution System (VIDS) is on the rise; student organizations are becoming aware of the video advertisement within University College and are taking advantage of this service to further promote their organization. MPC now has its own web presence in which students can contact MPC personnel online for support, download VIDS templates for creating VIDS ads, and utilize discussion boards.

4. C. 3. Solicit ongoing feedback from campus community
The Continuing Student Satisfaction and Priorities Survey and NSSE data were analyzed and presented to SLD staff. Housing satisfaction survey was revised and administered for the second year in a row. A 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.

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 2004-2005:

4. C. 10. Celebrate new and improved facilities

- Groundbreaking for campus center was well attended by over 300 individuals.
- Over 1600 events occurred in the Student Activities Center (SAC) and UC Courtyard with 1044 events sponsored by student organizations and 562 events sponsored by schools/departments. There were 144 student organization that held meeting/events scheduled in academic spaces and the Library with assistance from CCL and 11,582 individuals were served at the Information Desk.

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 2005-2006:

4. C. 6. Celebrate new and improved facilities
Continue celebrations and maintain enthusiasm for the new Campus Center.

4. C. 7. Solicit ongoing feedback from campus community
Current on-campus residents will be asked to participate in resident satisfaction survey. NSSE and Continuing Student Survey results will be analyzed and presented to the division. Individual programs will be assessed based on outcome as well as satisfaction.
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 2004-2005:

5. A. 1. Include faculty, staff and students in web-based assessment surveys

Academic integrity survey began in Fall 2004, the Housing Resident Satisfaction Survey was conducted for a second year, and a needs assessment for student health was developed.

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
Student satisfaction data was shared with SLD staff and school-level report was submitted to Vice Chancellor.

Evidence of Progress for 2004-2005:

5. A. 7. Include faculty, staff and students in web-based assessment surveys

Meaningful analyses will be conducted based on 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 will be submitted by the deadline established by the University.

5. A. 9. Articulate and distribute information

Requests for information are processed in a timely and accurate fashion.

Activities planned for 2005-2006:

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 2005 - 2006 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 2004-2005:

5. B. 1. Create a student advisory council
The student advisory council is being reorganized to create a better functioning council.

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
SLD will use the IUPUI peer institutions. CAPS studied and implemented a new fee-for-service structure and will implement the structure in the fall.

5. B. 4. Review CAS Standards
Housing and residence life conducted a full CAS review in Spring 2004 and continues to benefit from this process.

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 were held.

5. B. 6. Improvement of services and practices by employing a psychiatrist at CAPS
Search process initiated within IUSM Psychiatry Residency Program

5. B. 7. Identify and determine future staffing needs at CAPS
Database developed to determine if service delivery adequate for current demand for services. Initial data has been collected. CAPS participated in program review process with Student Health Services and established new goals during department retreat.

Evidence of Progress for 2004-2005:

5. B. 15. Create a student advisory council
Council structure will be established.
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.

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Activities planned for 2005-2006:

5. B. 8. Create a student advisory council
Examine possible structures for council and determine how to best develop the council.

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.

5. B. 12. Review CAS standards
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 of interested Psychiatry Residents for part-time consulting position will be conducted.

5. 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 2004-2005:
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.

Evidence of Progress for 2004-2005:
null

Activities planned for 2005-2006:

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

Actions taken for 2004-2005:

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 that highlighted each unit within the division was developed in August 2004 and subsequently distributed to on- and off-campus stakeholders.

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 Division's strategic plan; SLD staff members develop teamwork skills through professional development opportunities.

5. D.5. Create a logo
Under review in connection with the division-wide public relations campaign.

Evidence of Progress for 2004-2005:

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
On- and off-campus stakeholders will recognize the unified division.

Activities planned for 2005-2006:

5. D. 6. Officially change the name of SLD to Division of SLD
Continue the PR campaign for the division.

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
Update and 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 and staff development activities. Assess effectiveness of public relations campaign in order to better plan future communication efforts.

5. D. 9. Create a logo
Will review need for division logo.

Fiscal Health

*** Fiscal health report for 2005-06 is attached as PDF file.***

Reallocation Plan

Other Question(s)

Doubling goals. In what ways has and will your responsibility center contribute to the Chancellor’s doubling goals for enrollment (retention and graduation rates and degree conferrals), research and scholarship (grants and contracts), and civic engagement (service learning, internships, community collaborations)?

Diversity. What actions have you taken and what results have you achieved in diversifying your student body (particularly in improving the success rates of minority students) and your faculty and staff?

Campus coordination and cooperation. Are you willing to work with an adjudicative group in resolving conflicts in course and program offerings in the spirit of reducing campus duplication and overlap? If so, what forum or format would be most helpful to you? Please cite examples of your cooperation with other units in resolving such conflicts.

4) What actions have you taken to promote the retention of all students, and in particular, individuals who would diversify the student body, e.g., ethnic, racial, and gender minorities?
5) What uses are you making of the student technology fee?