Notes from 7/16 Assessment Committee meeting
Members present: Chris Ambrosio, PJ Rossitto, Paul Serignese, Kim Silcox
Also present for webinar: Luis Rodríguez

1. Members present participated in a webinar on Increasing Response Rates. Copies of the powerpoint slides and a recording will be sent by Campus Labs and distributed to all members.
2. Members present discussed the Strategic Plan descriptions that have been completed to date. The latest draft is below.

Retention

The connections that Student Affairs staff make with students are integral to the successful retention and graduation of Eastern students. The Division of Student Affairs will:

1. Develop strategies to meet the needs of a diverse and changing student population, e.g., at-risk, first generation, transfer, veterans, honors, athletes
2. Increase student awareness of University support services
3. Effectively engage with students to create meaningful student impact
4. Enhance collaborations with academic departments and faculty to support student success
5. Increase collaboration with Financial Aid office to ensure staff is familiar with financial support opportunities for students

Assessment

The Division of Student Affairs is committed to an intentional, rigorous, and honest assessment of the programs and services provided by each of its offices. The purpose is to foster a culture of learning within Student Affairs that determines the collective impact of the entire division on the education and development of students at Eastern. Assessment is overseen by a committee that provides leadership, guidance, training and technical assistance to ensure that each office has the basic skills and capacity necessary for effective assessment planning and implementation.

The Division of Student Affairs will assess its programs and services through:

1. Development of goals and measurable outcomes
2. Measurement and analysis through quality assessment tools and strategies
3. Benchmarking for evaluation of best practices
4. Application of results for continuous improvement

Engagement

Students who are actively engaged invest their time and efforts in activities that encourage personal and professional development, nurture curiosity and learning, and forge a connection
with their peers, the university and the community. The Division of Student Affairs will focus its efforts to enhance student engagement in several key areas:

1. Leadership development
2. Cultural and athletic activities
3. Personal development, wellness and positive decision making
4. Experiential education and community engagement

**Professional Development**

The Division of Student Affairs is committed to developing the knowledge and skills of our students and staff members. We value the education and career development of each student and employee and believe professional development is essential to promoting a standard of excellence within a learning organization. We focus on continued development of students and team members to ensure intentional preparation for the work of Student Affairs. The professional development process includes:

1. Formal and informal learning strategies for professional and personal growth.
2. Knowledge that is shared, skills that are expanded, new thinking and ideas that are stimulated and models of cooperation and collaboration are provided that strengthen the community.
3. A lifelong commitment that includes development of skills at varying levels and at different stages throughout the career path.

**Enhancing and Sustaining a Culture of Inclusion**

The Division of Student Affairs will provide effective leadership and support to create an inclusive life-long learning environment in support of the University’s core value of Inclusion.

**Objectives:**

1. Promote inclusive excellence across the Division of Student Affairs and University
2. Plan and deliver programs and services that embrace and advance the University’s commitment to inclusiveness.
3. Enhance efforts to improve the diversity climate within campus life.
4. Pursue opportunities to collaborate with the academic community in areas that will enhance diversity and multicultural competence.
5. Develop and implement effective strategies to recruit, hire and retain a diverse student workforce within the Division.

**Definitions for internal use:**

**Eastern’s Core Value of Inclusion**

Eastern is committed to providing educational access while building a campus community that embraces diversity and differences, enriched by a global perspective.
Inclusive excellence is defined as the connection of educational quality with efforts of diversity.

3. The members of the committee who were present at the meeting agreed that all of Eastern’s Core Values should be included within the Student Affairs Strategic Plan document. Therefore, this specific Core Value would be removed. The remaining aspect of the definition would be retained.

Next Steps:
1. Members present agreed that the Student Affairs leadership (Ken and Walter) should make the final call on the language of the mission/vision statement that will be proposed to the full staff.
2. Finalize language for Strategic Plan.
3. Committee members would like to have access to assessment requests submitted to Campus Labs from all departments to be able to provide feedback and to ensure that students are not being bombarded with assessment.
4. Members would like to develop a timeframe for roll out of the Strategic Plan to the Division and for assessment for the next academic year. This should include a survey/assessment tool timeline that each office would use to indicate when they desired to send an instrument to students. The Assessment Committee should have the final decision about the timeline to prevent survey fatigue.