

Governors State University
Student Affairs and Enrollment Management: Reaching Vision 2020

Focus Area: Diversity Education and Leadership Development

Leader(s): Robert Clay – Director, Intercultural Student Affairs

Implementation Year: 2015 – 2016

GOAL 1: Increase campus-wide intercultural learning by developing, implementing and assessing a purposeful programming agenda that empowers and educates campus community on diversity, social justice & inclusion and provide support services for underserved student populations.

Objective 1:	Implement diversity/social justice peer educators to heighten cultural awareness of students through integrated learning experiences
Action Items	<ul style="list-style-type: none"> • Garner funds for programming budget • Develop program framework and implementation plan • Select, train and recruit program manager • Enhance digital footprint
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of workshops facilitated • Number of workshop/program participants • Number of peer educators
Responsible Person and/or Unit (Data collection, analysis reporting)	Robert Clay, Director - Intercultural Student Affairs
Milestones (Identify Timelines)	<p>2015 - 2016</p> <ul style="list-style-type: none"> • Host recruitment initiatives to garner student interest • Host diversity/social justice retreat • Select and train peer educators • Conduct diversity/social workshops • Recruit, train and select members for FY17 • Conduct assessment and planning for FY17
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Participants will demonstrate new facilitation skills during presentations and workshops offered throughout the academic year • Participants will demonstrate openness to other cultural expressions and values expressed during workshops • Participants will articulate their individual impact on social justice education, and their role in supporting diversity awareness at Governors State University and beyond

GOAL 1: Increase campus-wide intercultural learning by developing, implementing and assessing a purposeful programming agenda that empowers and educates campus community on diversity, social justice & inclusion and provide support services for underserved student populations.

Objective 2:	Develop Unlearn, Relearn, Learn programming series to provide educational opportunities on matters of diversity, equity and social justice
Action Items	<ul style="list-style-type: none"> • Garner funds for programming budget • Develop program framework and implementation plan • Enhance digital footprint
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of programs hosted • Number of program participants • Number of peer educators
Responsible Person and/or Unit (Data collection, analysis reporting)	Robert Clay, Director - Intercultural Student Affairs
Milestones (Identify Timelines)	2015 - 2016 <ul style="list-style-type: none"> • Solicit program topics from students and community members • Partner with campus constituents for program design • Host two programs per semester
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Participants will be able to identify current cultural issues that impact GSU community and beyond. • Participants will be able to articulate the benefits of living in a multicultural world. • Participants will be able to demonstrate methods of discussing controversial issues.

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GOAL 2: Advocate, garner and oversee funding for necessary resources and support, such as TriO Programs, that will increase retention rates of undeserved student populations.

Objective 1:	Collaborate with New Student Programs to explore and implement strategies to enhance the transition and acclimation of first generation students through First Matters efforts
Action Items	<ul style="list-style-type: none"> • Assess current campus programs and services • Develop digital footprint • Gather information on faculty/staff with similar experiences • Infuse efforts into Mastering College
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of first generation college students enrolled generally • Number of first generation students enrolled in Mastering College • Number of first generation students retained from semester to semester • Number of high impact programs offered • Number of students who attend programs
Responsible Person and/or Unit (Data collection, analysis reporting)	Robert Clay
Milestones (Identify Timelines)	2015 - 2016 <ul style="list-style-type: none"> • Create First Matters marketing campaign to garner program participants • Develop programming series geared towards first generation students • Assess benefit of Mastering College class for first generation students • Establish council on first generation students comprised of diverse campus constituents • Re-envision Mastering College
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Connect first-generation students with faculty, staff and peers to affirm their first-generation identity and to enhance a sense of belonging. • Identify hidden stress and barriers for first-generation students and raise awareness to help overcome these barriers. • Provide training programs for academic advisors and student services personnel to enrich the experiences of first generation students • Recognize campus resources to enhance first generation student engagement and retention

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GOAL 3: Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation of first year and transfer men of color.

Objective 1:	Partner with area high schools and community colleges to implement pipeline efforts that will increase college readiness and enrollment of men of color.
Action Items	<ul style="list-style-type: none"> • Establish community college partner(s) • Foster high school partnership • Develop work plan
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Area high schools and key personnel • Community college partners key personnel • Number of students enrolled in Male Success Initiative • Number of students apply to GSU
Responsible Person and/or Unit (Data collection, analysis reporting)	<ul style="list-style-type: none"> • Robert Clay • Roshaunda Ross • Kristy Goodwin • Yakeea Daniels
Milestones (Identify Timelines)	2015 - 2016 <ul style="list-style-type: none"> • Develop relationship with area high school • Establish programming endeavors with area high school • Host joint program with high schools and community college partner(s) • Implement programming model for high schools to recruit students • Create student ambassadors from Male Success Initiative to aid in recruitment efforts
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Students will be able to analyze challenges that exist along the path to college • Students will develop an increased awareness of college opportunities • Students will garner access to college • Students will increase participation in curricular activities on their respective campuses

GOAL 3: Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation of first year and transfer men of color.

Objective 2:	Develop Manhood Mondays as central programmatic thrust for the Male Success Initiative to reflect program tenets.
Action Items	<ul style="list-style-type: none"> • Define appropriate time host programs • Solidify program topics and speakers • Garner financial support for efforts
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number participants in attendance • Number of non-participants attendance • Number of faculty/staff attendance • Number of men of color enrolled at GSU
Responsible Person and/or Unit (Data collection, analysis reporting)	Robert Clay
Milestones (Identify Timelines)	<p>2015 - 2016</p> <ul style="list-style-type: none"> • Develop programming calendar • Identify key personnel to support efforts • Host monthly sessions inclusive of Book Club, Cultural Outings, Career Mapping/Curricular Enhancement Workshop(s) and Meeting of the Minds
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Participants will be able to establish identity through intersectionality and character enrichment • Participants will be able to foster a sense of belonging and raise social and academic consciousness • Participants will be able to develop healthy relationships and gain positive interactions between peers and faculty/staff • Participants will become prepared leaders that have a commitment to service and social justice

GOAL 3: Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation of first year and transfer men of color.

Objective 3:	Create official launch for Male Success Initiative with Dr. Shaun Harper.
Action Items	<ul style="list-style-type: none"> • Develop digital footprint • Gather database of faculty/staff for invitations • Gather information on partnerships to establish pathways
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of faculty members in attendance • Number of senior administrators in attendance • Number of students in attendance • Number of community partners in attendance
Responsible Person and/or Unit (Data collection, analysis reporting)	<ul style="list-style-type: none"> • Robert Clay • Roshaunda Ross
Milestones (Identify Timelines)	<p>2015 - 2016</p> <ul style="list-style-type: none"> • Solidify date for program • Contract Dr. Shaun Harper • Send invitations to faculty members and senior administration • Convene community partners • Host summit to expound upon efforts
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Encourage faculty to make an intentional effort when engaging with men of color • Challenge faculty/senior administration to reconsider practices of cultural pedagogy as it pertains to the success of men of color • Promote Male Success Initiative as a national model to be replicated by community partners and other agencies

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GOAL 4: Serve as an integral partner with Enrollment Management in the recruitment and admission of underserved student populations and with Academic Resource Center to ensure degree attainment and post graduate success.

Objective 1:	Create open houses in various neighborhoods in the Chicagoland area with Admissions and Recruitment to enhance recruitment efforts.
Action Items	<ul style="list-style-type: none"> • Identify neighborhoods to host open houses • Develop relationship with community agencies • Recruit students to serve as ambassadors • Garner support from high schools in various communities
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of deposits received within two weeks after open house dates • Feedback from students and families • Number of students enrolled
Responsible Person and/or Unit (Data collection, analysis reporting)	<ul style="list-style-type: none"> • Robert Clay • Kristy Goodwin • Yakeea Daniels
Milestones (Identify Timelines)	<p>2015 – 2016</p> <ul style="list-style-type: none"> • Develop programming plan • Recruit students to participate • Host two open houses • Assess progress • Host two open houses • Assess progress
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Identify campus resources available to them • Increase family understanding of college admission process to determine GSU as their choice • Engage faculty and staff • Explore the varied academic options available to them • See GSU as a community partner to create pipeline efforts for student success

GOAL 4: Serve as an integral partner with Enrollment Management in the recruitment and admission of underserved student populations and with Academic Resource Center to ensure degree attainment and post graduate success.

Objective 2:	Partner with Academic Resource Center to host student success workshops .
Action Items	<ul style="list-style-type: none"> • Identify workshop topics • Solidify key personnel • Garner support from faculty/staff
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of students in attendance • Number of referrals for students to participate • Number of repeat attendees
Responsible Person and/or Unit (Data collection, analysis reporting)	<ul style="list-style-type: none"> • Robert Clay • Amy Comparon
Milestones (Identify Timelines)	2015 - 2016 <ul style="list-style-type: none"> • Develop calendar • Host workshops monthly • Assess progress
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Students will be able to identify campus resources available to them • Students will develop relationships and gain positive support among peers. • Students will engage in educational activities that will be pertinent throughout the collegiate career and beyond. • Students will begin college with an advanced understanding of campus life supplied by experienced, friendly students and professional staff. • Students will be retained ensuring a higher number graduating from Governors State University

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GOAL 5: Re-envision and cultivate leadership development initiatives that reflect and infuse interdisciplinary theories to establish a comprehensive model for co-curricular success and achieve our mission to prepare leaders that advance the public good and transform communities.

Objective 1:	Develop leadership for students; infusing sexual violence education into leadership development initiatives.
Action Items	<ul style="list-style-type: none"> • Develop strategies for implementation • Contextualize intersections between leadership and sexual violence prevention
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of participants in leadership programs • Number of programs offered
Responsible Person and/or Unit (Data collection, analysis reporting)	<ul style="list-style-type: none"> • Robert Clay • Aurelio Valente • Leadership Programming Group • Advocating for Sexual Assault Prevention Team (ASAP)
Milestones (Identify Timelines)	<p>Fall 2015</p> <ul style="list-style-type: none"> • Establish opportunities to infuse trainings/educational workshops • Host efforts in leadership initiatives • Assess progress <p>Spring 2016</p> <ul style="list-style-type: none"> • Host efforts in leadership initiatives • Assess progress
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Demonstrate direct and indirect bystander intervention skills • Identify internal and external campus resources (YWCA Partner) for victims of sexual violence • Advocate for gender equity and healthy sexual behavior