VALUES

As an integral part of the RIT community, members of the Division of Student Affairs value and support:

• A student-centered environment;
• Innovative learning communities in and out of the classroom;
• Mutual respect, diversity and inclusion for local and global societies
• Personal and professional development;
• Teamwork and collaboration.

Engage students to deepen learning and success

Students who engage with their college community benefit from a host of positive outcomes, including high rates of college completion; enhanced critical-thinking, problem-solving, communication skills, and an increased sense of belonging. The Division of Student Affairs supports the concept that an engaged student is a successful student; accordingly, energies are directed at creating conditions that deepen involvement and learning.

• Objective 1.1: Communicate the value of engagement and the existing opportunities for all students with an additional and intentional focus on populations with identified risk.
• Objective 1.2: Improve the sense of belonging of all students by partnering with students from key demographic groups to identify and remove barriers to engagement.
• Objective 1.3: Explore the feasibility of creating, implementing, and assessing systems which promote opportunities to plan, track and share engagement experiences.
Support students to build resiliency

Students with the ability to recognize, face, and manage challenges are more resilient and better equipped to navigate today’s changing world. The Division of Student Affairs provides programs and services that support the development of self-awareness and a resilient mindset, positioning students to successfully navigate transitions into, through and beyond college.

- **Objective 2.1:** Enhance knowledge of scholarship on resiliency, develop a common framework and language, and extend skills for engaging in educational dialogues by establishing communities of learning for division staff and paraprofessionals.
- **Objective 2.2:** Fortify campus support systems by examining existing programs and services using a common framework of resiliency to determine strengths and gaps in direct support, peer to peer systems and partnership opportunities.
- **Objective 2.3:** Expand community support for students through enhanced communication and collaboration with parents and families, faculty and staff outside of Student Affairs, and other regional professionals and service providers.
Develop students’ skills for success

Students who engage in learning opportunities to develop as T-shaped professionals are more likely to be successful contributors in their future careers and communities. The Division of Student Affairs is at the forefront of the strategic efforts to create an educational environment leading to on-time graduation of students who have developed skills and expertise in a specific field as well as the ability to collaborate and apply knowledge across disciplines with experts in other areas.

- Objective 3.1: Establish and market recognized pathways for the development of professional competencies through experimental and learning opportunities.
- Objective 3.2: Collaborate with University partners to provide students with methods for the demonstration, evaluation, and articulation of professional competencies.
- Objective 3.3: Collaborate with University partners to provide students with clear policies, practices, and programs that support on-time graduation.
Innovate through good stewardship and continuous improvement

Organizations that are committed to the development of innovative practices that facilitate and encourage new ideas in a culture of positive change are positioned to respond effectively to internal and external dynamics and opportunities. The Division of Student Affairs will continue to operate as a mission-centered and agile organization through the effective alignment, allocation, assessment and management of resources.

- Objective 4.1: Execute an effective operating plan for the management of existing fiscal, technological and facility resources in support of student success through an intentional and targeted continuous improvement taskforce.

- Objective 4.2: Align division job descriptions and professional development plans with unit, division and university strategic and operational goals. Develop protocols for continuous review of these documents including mapping of individual outcomes with ongoing unit level assessment and resource allocation for training and professional development.

- Objective 4.3: Promote good stewardship of university resources through increased cross-unit communication and collaboration, identification and reduction of duplicated efforts, and effective use of both centralized and decentralized platforms for marketing of mission programs and services.