

# 2024-2027 DSA STRATEGIC PLAN

## Nourishing our roots to bear the fruits of student success.

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The CSU Division of Student Affairs recognizes the ever-changing landscape of higher education and the field of student affairs specifically. This strategic plan is in recognition of that landscape and aims to position our division to serve our students as they are now by investing in our staff and structures and holding ourselves accountable to progress.

### Four Leading Priorities

The four priorities for our plan have been informed by an intentional process that draws from the university strategic plan, professional association standards, input from staff and students, and our external review. They are listed below, with measurable goals to help guide the work:

#### Knowing students: understanding them, serving them

- Conduct research aimed at better understanding the needs of current CSU students to streamline programs, services, and entry points for students to create equitable access and engagement in relevant and developmental experiences.
- Align resources and Student Success priorities from a lens of equity: student sense of belonging and purpose, student wellbeing, and career development.
- Support individualized student self-efficacy to access resources and encourage making connections between learning inside and outside of the classroom.

#### Knowing our staff: investing in them, empowering them

- Embrace and invest in the University's compensation and classification work specifically for our division and build promotion and development opportunities.
- Champion a healthy quality of work life for our employees by focusing on mission-driven priorities to determine reasonable workloads and streamline programmatic decision making.
- Promote environments that welcome our employees to show up authentically, recognize how our respective social identities & experiences promote our student success efforts.

#### Evolving our impact: making informed decisions, sharing our story

- Refresh and reinvest in the DSA [assessment cycle](#) to align priorities, operationalize technology, and improve data-informed decision-making strategies to meet unit and program goals and demonstrate the division's impact on Student Success.
- Center sustainability from an environmental, economic, and equity lens in decision-making, processes, operations, and student and staff engagement.
- Practice more robust internal communication focused on direct communication loops spanning from entry-level staff to VP Council to deepen our Division identity and value proposition.

#### Evolving our division: aligning resources, improving structures

- Conduct a programming audit to reduce replication of efforts that provides clarity for students, centers the DSA Student Success framework, and more efficiently uses resources to right-size staffing and workloads.
- Review processes for internal advancement, procurement, and budgeting to identify and address inequities.
- Build professional capacity and space for VP Council to lean into divergent perspectives and healthy conflict to engage in change management as a leadership team with a shared vision of student success.