



Northwestern University Division of Student Affairs

The following are the proposed guiding statements and strategic themes for the Northwestern University Division of Student Affairs. The proposed statements were informed by recommendations from the comprehensive external strategic review (which included document and data analysis; self-assessment and strategic planning surveys; and interviews) and incorporated feedback from the Strategic Planning Group.

Vision

The Division of Student Affairs will be leaders who leverage our expertise on the student lifespan to create a just, healthy, and meaningful student learning experience where all can flourish.

Mission

The mission of the Division of Student Affairs is to provide and advocate for programs, services, and mentoring that promote student academic and personal development; eradicate barriers to equitable opportunities; engage the community; and equip students with the skills and experiences needed to become responsible citizen-leaders.



Northwestern University Division of Student Affairs

Values & Behaviors

The Division of Student Affairs embraces the University's mission and values and expands upon them based on our unique lens on the student experience. Our values and related behaviors guide how we do our work, align our programs and services, and fulfill our mission.

We lead with **Compassion. This looks like...**

- Seeking first to listen and understand.
- Approaching our work from a place of respect, care, and empathy.
- Demonstrating concern for the welfare of others.

We commit to **Social Justice. This looks like...**

- Being respectfully curious about people's experiences.
- Seeking and valuing diverse perspectives.
- Reaching out to be inclusive of others.
- Confronting people, practices and structures that inhibit social justice and equity.
- Increasing diversity through equitable hiring, development, and engagement opportunities.
- Assessing our programs, services, and institutional climate to contribute to an equitable and inclusive Northwestern experience.

We learn through **Discovery. This looks like...**

- Developing your professional skills, being curious and willing to learn.
- Generating ideas and finding new ways to contribute.
- Making improvements to the way work gets done, even when things are may not be your direct responsibility.
- Being open to and soliciting feedback, and applying that learning to the way you work.

We engage in **Collaboration. This looks like...**

- Practicing open, authentic, and civil communication.
- Building strong working relationships and a positive work environment.
- Keeping others informed and involved.
- Finding and using the strengths of others, across the Division and the University.
- Recognizing the contributions of others.
- Helping others develop through candid and constructive feedback.

We model **Responsibility. This looks like...**

- Making deliberate and strategic decisions that contribute to the welfare of our students, colleagues, and community.
- Holding ourselves and others accountable for unethical behavior.
- Working efficiently, and using University resources responsibly.
- Being a good steward, always working toward a better and more sustainable future.

We embrace **Wellbeing. This looks like...**

- Promoting and modeling the skills of adaptability and resilience.
- Exploring and developing sustainable practices and policies that help the Northwestern community thrive.
- Providing intervention and support, when needed, to address challenges that are impacting growth and development.
- Creating an environment that encourages a balanced and healthy life.

**Northwestern University
Division of Student Affairs**

STRATEGIC THEMES

Holistic Wellbeing

Cultivate holistic community wellbeing

Meaningful Engagement

Encourage intentional and meaningful student engagement

Justice, Equity, Diversity and Inclusion

Advance a socially just, equitable community that honors the dignity of all

Organizational Resilience

Empower staff and student organizations with capacity-building resources and opportunities

