

Tuesday, October 5

8:30 AM - 9:15 AM:

Breakfast Grab and Go Option

9:30 AM - 10:30 AM:

Presentation by Julie Payne-Kirchmeier

**OCT. 10.
05.
21.**

Division of Student Affairs

**FALL
BREAKFAST**

The background features a white base with several abstract geometric elements. A large, light purple diagonal band runs from the top-left towards the bottom-right. Several thin, dark purple lines and one thin orange line are scattered across the composition, some parallel to the purple band and others at different angles. The word 'WELCOME' is centered horizontally in a bold, dark purple, sans-serif font.

WELCOME

Where We'll Go Today

- **Strategic Plan Foundational Statements**
- **Return to Campus**
- **Flexible Work Strategies**
- **Student Advocacy and Activism**
- **Q&A**
- **Announcements**

Land Acknowledgment

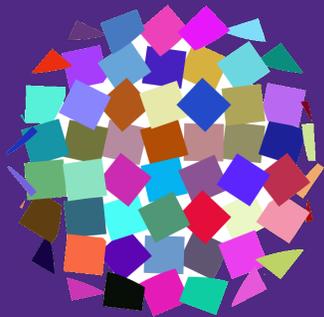
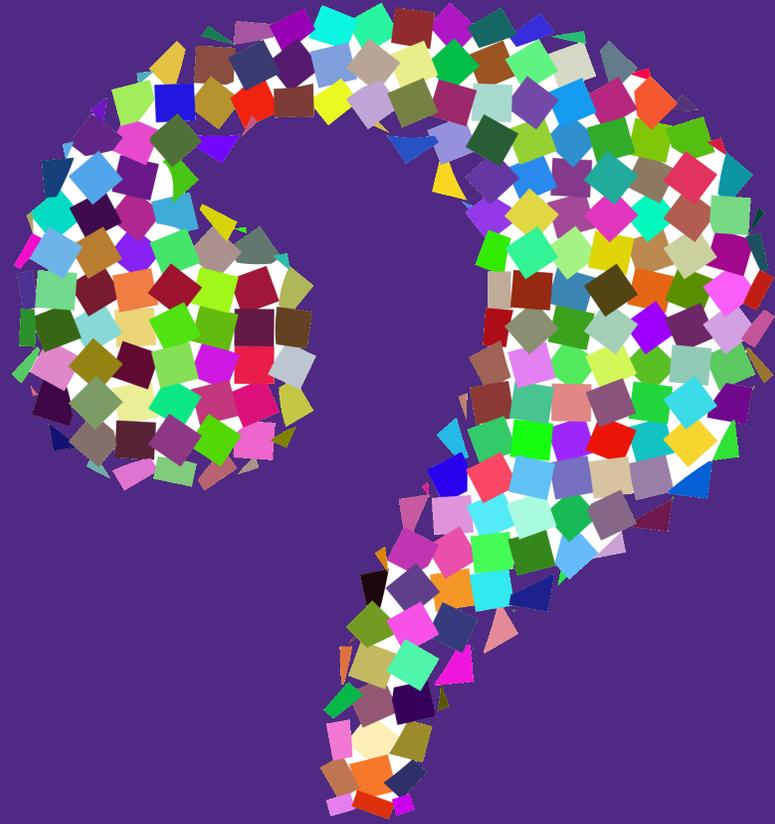
Saed D. Hill

Assistant Director

Prevention and Masculine Engagement

CARE







Blame The Label ✓

@blamethelabel

Trying to heal, while trying to grieve,
while trying to live, while trying to
dream, while trying to smile, while
trying to give love, while trying to be
love.

[Traduzir Tweet](#)



1 · 8/4/21 · [Twitter for iPhone](#)

NORTHWESTERN

WILDCATS

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PHOTOS

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ENTERTAINMENT

www.recordahit.com

Over
PHOTO BOOTH



NORTHWESTERN

WILDCATS

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VPSA Special Recognition

Strategic Plan

Julie Payne-Kirchmeier

Vice President for Student Affairs

Lesley-Ann Brown-Henderson

Assistant Vice President
Inclusion and Chief of Staff

Robert Aaron

Executive Director
Student Affairs Assessment and Planning

Strategic Plan Review of Process

SA Strategic Plan Kick Off with PRACTICES Assessment	March 29, 2021
SA Spring Gathering	April 27, 2021
Remote Interview Period	May 10-19, 2021
SA Strategic Planning Retreat Half Day (1 & 2)	July 08 & 09, 2021
Draft Documents Available for SA Staff	July 15-21, 2021
SA Council Summer Meeting	July 21, 2021

Updated Draft Available for Staff Feedback	July 23-27, 2021
SA Strategic Planning Retreat Half Day (3)	July 29, 2021
SALT Retreat	August 05 & 06, 2021
SA Strategic Plan Vetting	August 09-20, 2021
SALT Discussions	August 12 & 19, 2021
SA Strategic Plan Released to the Division	August 23, 2021

Student Affairs Foundational Statements

Vision

Building just, healthy, and meaningful student learning experiences.

Mission

Student Affairs cultivates student programs, services, and skills; disrupts barriers; and partners across Northwestern and neighboring communities to create a culture in which all students can thrive.

Strategic Themes

Champion Holistic Well-being

We advocate for and cultivate healthy conditions, with cultural humility and cultural responsiveness, in which all community members can thrive.

Foster Meaningful Student Engagement

We create intentional opportunities and conditions for purposeful student growth.

Strategic Themes

Invest in Organizational Development

We commit time and effort, along with human and fiscal resources, to nurture a thriving division.

Pursue Equity, Justice, and Belonging

We work toward collective liberation through acknowledgment, accountability, and sustainable change that honors the dignity of all.

Values & Behaviors

We lead with **Compassion**.

We model **Responsibility**.

We embrace **Well-being**.

We learn through **Discovery**.

We engage in **Collaboration**.

Next Steps

Next Steps: Dashboard

Compilation of Data Sources

- Annual Report information
- Existing survey data
- Thematic material from qualitative studies

Organized by components of strategic plan

- Trends over time
- Your information in action

Clarifying Terms

Strategic Themes (high level)

- Objectives (mid level)
 - Goals (SMART level)

Next Steps: Objectives

Student Affairs Council

- Draft 1-2 Objectives per Strategic Theme by Nov 1
- Bring to Nov 4 Student Affairs Council meeting for compilation

SA Assessment Group Alumni

- Validity check during week of November 15
- Establishes trustworthiness

SALT

- Finalizes Objectives during December 9 half-day retreat
- Development of SMART Goals in early January

Return to Campus Flexible Work Strategies

**Jeremy Schenk
Associate Vice President
Operations & Services**

University's Return to Campus

Vaccination Requirement

Students, faculty, staff, and vendor partners are required to be vaccinated or have an approved exception with required twice a week testing. Over 97.5% of our students are fully vaccinated – and most of those who are not is due to access and are in the process now.

Masking Requirement

Northwestern requires community members to wear masks, regardless of vaccine status, in all indoor campus environments, even if they can socially distance, except when in a private office, personal residence/residence hall room, or when eating or drinking. Masking remains optional outdoors.

Meeting and Events

Given the current status of the State of Illinois' reopening plans, there are no capacity limits nor restrictions prohibiting gatherings, meetings or events on campus. Attendees at university events are expected to adhere to applicable university safety protocols that are in place at the time they visit campus including masking and other expected community behaviors.

Testing

Asymptomatic testing is available for all students, faculty, staff and visitors at Jacobs in Evanston and 345 E. Superior Street in Chicago. Unvaccinated students, faculty and staff are required to complete two Abbott rapid antigen tests every week.

Student Affairs Return to Campus

Student Affairs Five Guiding Principles for Return to Campus

- Center the needs of our students
- Center equity and care for staff, and focus on staff needs including time to plan and a gentle “ramp up” to in-person, on-campus work
- Leverage what we’ve learned operating in a semi-remote environment for some, and a mostly-remote environment for others
- Be innovative in our approach, without sacrificing what we need to accomplish
- Position the plan in alignment with COVID safety guidelines and associated University policies.

Every department, and every role within a department, is different. And the return to campus affects staff differently, especially caregivers and BIPOC staff who’ve been more heavily impacted by the pandemic. That’s why we encourage Student Affairs staff and supervisors to collaborate on individual, tailored solutions through the Alternative Work Strategies.

During the last year, Student Affairs has been innovative by necessity. We have retained that innovative spirit as students returned to campus and as the mid-pandemic world continues to evolve.

Alternative Work Strategies

The extended period of virtual work during the COVID-19 pandemic has provided valuable insights into the potential benefits of thoughtful use of Alternative Work Strategies for our staff and for our institution. Northwestern recognizes that the implementation of Alternative Work Strategies supports a variety of goals related to staff engagement and well-being, recruitment and retention, sustainability, service excellence, cost efficiencies, space utilization, and the overall enhancement of the employment experience.

Flexible Work Arrangements

Student Affairs had implemented a Flexible Work Arrangements process prior to COVID - that process has been replaced with the university's Alternative Work Strategies policy.

Alternative Work Strategies Policy

Establishes a common, ongoing framework allowing schools and units to implement various strategies in accordance with their operational needs. These strategies are either occasional or formal and could range from alternative work schedules, flex time, seasonal arrangements, and limited remote/telecommuting days. To maintain the vibrancy that characterizes our campuses, the University expects that most employees will continue to work on designated campus locations for the majority of their work week.

Student Advocacy & Activism

Mona Dugo

Assistant Vice President
Wellness

Kelly Schaefer

Assistant Vice President
Student Engagement

CSAB – Community Safety Advisory Board

- CSAB is a result of the NUPD external review, along with four work groups
- CSAB will meet directly with each of the four working groups (mental health, safety and security, handling of complaints, and racial identifiers in crime notices) to continue to examine their findings and provide additional feedback to consider
- CSAB taking public comment until Friday, October 15 at 5:00 PM (CT). See the [Leadership Note](#) on the website

NUPD Involvement and Mental Health

- Wellness checks
- Transports from CAPS to the Emergency Room
- Transports back to campus from the ER
- Generally working on de-escalation protocols
- CSAB report

EST – Event Support Team

- EST provides support for student demonstrations, protests, and activism
- The group is made up of Student Affairs staff
- EST has now trained additional members from across campus
- Support for events is rooted in our values of academic freedom of speech and student agency

Q&A

Announcements

Thank you!