Office of Learning and Innovation

GOAL 1: SUPPORT CAMPUS LIFE’S COLLABORATIONS WITH DIVERSE FACULTY PARTNERS ALONG A CONTINUUM OF ENGAGEMENT IN ORDER TO EXTEND STUDENT LEARNING BEYOND THE CLASSROOM, SUPPORT STUDENT SUCCESS, EXPOSE FACULTY TO CAMPUS LIFE’S STRENGTHS AND CHALLENGES, AND UTILIZE FACULTY STRENGTHS IN DEVELOPING INNOVATIVE, RESEARCH-BASED CAMPUS LIFE PROGRAMS AND INITIATIVES.

Objective 1.1: Increase the number and quality of faculty engagements with Campus Life.

A. Assess faculty engagement in Campus Life.
   Target date for completion: April 2020.

B. Create a model and continuum of faculty engagement for use by staff.
   Target date for completion: October 2017.

C. Provide professional development training in academic and faculty engagement.
   Target date for completion: June 2018.
Objective 1.2: Collaborate with other Campus Life departments to develop innovative faculty partnerships using the service – teaching – scholarship model.

A. Support partnership between Community portfolio and Professor Greg Ellison, including facilitating the Dialogue Committee.
   Target date for completion: August 2018.

B. Host 2nd annual Summit on Race facilitated by Greg Ellison, Ed Lee, and James Roland.
   Target date for completion: November 2016.

C. Incorporate Emory faculty into new and existing EHEI programs.
   Target date for completion: August 2018.
GOAL 2: PROVIDE SUSTAINABLE, HIGH-QUALITY PROFESSIONAL EXPERIENCES, MENTORING, AND EDUCATION TO CAMPUS LIFE STAFF AT ALL LEVELS.

Objective 2.1: Revise Administrative Fellowship Program to improve retention, impact, and quality.

A. Implement changes to program based on 2016-17 assessments.
   Target date for completion: June 2017.
**Objective 2.2:** Plan and implement successful senior staff professional development discussions and new professionals program.

A. Host new professional series.  
   Target date for completion: July 2017.

B. Host Senior Staff Pro Dev discussions series.  
   Target date for completion: July 2017.
Objective 2.3: Develop career and professional development planning tools, models, and training.

A. Develop and deliver senior staff and manager discussions, trainings, and tools.
   Target date for completion: December 2020.

B. Provide professional development brochure/map.
   Target date for completion: January 2019.

C. Build out the professional development website.
   Target date for completion: December 2020.
GOAL 3: INFORMED BY STANDARDS OF PRACTICE, DEVELOP THE OFFICE OF THE OMBUDSPERSON AS A CONFIDENTIAL, INFORMED, INFORMAL, IMPARTIAL, AND INDEPENDENT RESOURCE FOR STUDENTS.

Objective 3.1: Complete ombuds training from the International Ombudsman Association.

A. Complete Foundations of Organizational Ombudsman Practice.
   Target date for completion: September 2018.

B. Complete The Next Step for New or Growing Programs.
   Target date for completion: September 2019.

C. Complete Organizational Ombudsman Practitioners Series.
   Target date for completion: Summer 2020.
Objective 3.2: Implement standards of practice to the greatest extent possible.

A. Benchmark ombuds offices.
   Target date for completion: June 2018.

B. Meet with Office of General Council and ELT for guidance on confidentiality and other compliance/risk factors.
   Target date for completion: August 2018.

C. Follow up discussion of Ombuds and Title IX confidential reporting and repeat benchmarking if necessary.
   Target date for completion: July 2019.
Objective 3.3: Provide projections and recommendations for long-term growth of office.

A. Determine office capacity plan with new AVP Operations.
   Target date for completion: March 2018.

B. Develop and implement slow-growth marking plan.
   Target date for completion: December 2020.

C. Develop and implement anonymous feedback survey for users.
   Target date for completion: September 2018.
GOAL 4: ADVANCE EMORY AS A LEADER IN STUDENT AFFAIRS, POLYCULTURALISM AND SOCIAL JUSTICE, AND HIGHER EDUCATION BROADLY BY DEVELOPING A SUSTAINABLE INSTITUTE OF HIGHER EDUCATION.

Objective 4.1: Complete Institute of Higher Education 2016-17 programs.
Target date for completion: July 2017.

A. Host Summit on Race.
   Target date for completion: November 11, 2017.

B. Host Student Affairs Certificate Program.
   Target date for completion: June 2017.
Objective 4.2: Host Assessment workshop.
Target date for completion: May 2018.

A. Finalize timelines (date of event, day marketing begins, facilitator due dates, etc.) and leader commitments.
   Target date for completion: Ongoing.
Objective 4.3: Determine feasibility of Flourishing / Positive Psychology / Happiness Bootcamp seminar.

Target date for completion: August 2018.

A. Determine purpose, scope, and timeline for seminar.
   Target date for completion: Ongoing.
GOAL 5: SUPPORT CAMPUS LIFE DIVERSITY, INCLUSION, AND EQUITY EFFORTS.

Objective 5.1: Support diversity, equity, and inclusion in the hiring and retention process.

A. Complete 5-year assessment of Campus Life staff diversity.
   Target date for completion: June 2017.

B. Develop search committee policy and guidelines with Senior Directors of Community and HR.
   Target date for completion: August 2017.
**Objective 5.2:** Provide quality diversity, equity, and inclusion professional development programs.

A. Provide programming on supporting diverse student populations at Emory.  
   Target date for completion: December 2020.

B. Launch search committee training.  
   Target date for completion: January 2018.
**Objective 5.3:** Develop a useful model for addressing social justice issues on campus via the Commission on Race and Social Justice.

A. Continue to work toward resolution of original Black student demands.  
   Target date for completion: September 2019.

B. Develop structure and bylaws for CRSJ.  
   Target date for completion: December 2017.