A thematic reorganization of student affairs took place in the summer of 2011 to increase efficiency and collaboration, aiding in student success and persistence. A Student Affairs Strategic Planning Committee (SASPC) was then formed with the charge of creating core values, mission and vision statements, strategic priorities, and Division-wide learning domains, all of which are now complete. The learning domains and the descriptors associated with each domain are based on the Council for Advancement of Standards in Higher Education (CAS) Learning and Development Outcomes' CAS Contextual Statement. From this point forward the SASPC will review the student affairs annual report for alignment with the strategic priorities and learning domains and will make recommendations for improvement in specific areas.

Synthesis of the 2013-2014 student affairs annual report revealed the following:

In the area of strategic priorities:

The 2013-2014 goals are representative of the Division of Student Affairs’ three strategic priorities: communication, partnerships, and campus culture. Samples of departmental alignment with the strategic priorities include:

COMMUNICATION: implement creative and relevant communication strategies to increase visibility and involvement.

1. Utilize technology to increase communication and connections
   The Office of Career Services utilizes HIRE-UT to communicate internship and employment opportunities, as well as career services and events, to both students and alumni. The OrgSync system is utilized by the Office of Conduct and Orientation, Residence Life, and Leadership Engagement to streamline communication efforts and to enhance visibility of programs. Campus Recreation utilizes IM Leagues software to administer the intramural sports program, specifically team registration, announcements and game scheduling. Student Affairs uses social media (i.e., Facebook, Twitter, LinkedIn, etc.) to increase awareness of events and university announcements.

2. Implement outreach programs to increase student involvement
   The Office of the Dean of Students schedules weekly “Lunch with the Dean and SG President” to allow all UT students the opportunity to express their opinions and get involved with current or new initiatives. The Spartan Street Fair is held once each semester to introduce both new and returning students to the variety of student organizations on campus. Both the Office of Leadership and Engagement and the Office of Career Services have initiated national honor societies to provide additional recognition for outstanding leaders.

PARTNERSHIPS: create campus and community partnerships to enhance the student experience

1. Campus partnerships
   Effective partnerships exist between the Office of Career Services and the Academic Success Center to ensure exploratory students have the guidance needed to determine an appropriate career path. Student Affairs staff members serve active roles in the Baccalaureate Office’s first year program both as faculty and as class presenters on involvement, career development, and leadership engagement. One partnership that has been instrumental to enhancing the health of the campus is between Public Health Education and the Office of Wellness’s Breathe Easy UT initiative.

2. Community partnerships
   Intentional partnerships are nurtured through the Bonner Leaders Program where students are placed in a Tampa Bay non-profit agency for a meaningful internship opportunity. The University of Tampa Coalition of Enhanced Drug and Alcohol Resources and Study (CEDARS) is dedicated to helping students make responsible life choices. This is achieved by building collaborative partnerships with students, faculty, staff, and community colleagues to lead our community towards environmental change.

CAMPUS CULTURE: foster a campus culture that is inclusive and supportive to aid in student success and retention efforts

1. Growth of Greek Community
   The fraternity and sorority life community has experienced continuous growth both in terms of number of students and number of organizations on campus. The Interfraternity Council (IFC) currently has one colony chapter and one recently chartered organization. Overall the community experienced a 3% growth from 2011-2012 to 2012-2013.
2. **Diversity**

Representatives from student affairs will attend a “diversity in hiring practices” seminar to improve recruitment and retention of diverse candidates. Individual training sessions will be offered to all student affairs search committees. 

**Campus Recreation** offers an international travel program through International Programs Office focusing on enhancing wellness through mind, body and spirit education and practices.

In the area of learning domains:

The Division of Student Affairs’ common learning domains (adopted in 2013) are: intellectual competence, thinking and reasoning, intrapersonal development, interpersonal competence, global awareness and civic engagement, and life skills. The 2013-2014 process of outlining departmental annual goals was modified to include the learning domains. Where possible, departments aligned their programming and service goals with the learning domains. While each of the six learning domains is well-represented across the division, it was noted that intrapersonal development is the most widely referenced domain, and global awareness is the least cited domain.

Samples of departmental alignment with the learning domains include:

**Intellectual Competence**

- The Office of Student Leadership and Engagement will create a leadership curriculum for emerging leaders in the fraternity and sorority community.
- The Wellness Center will create a student financial management education plan which will increase knowledge of financial wellness.

**Thinking and Reasoning**

- Campus Recreation offers a themed Gateways course on using yoga, meditation, and mindfulness techniques to enhance first-year student success and retention.
- The Office of Student Conduct and Residence Life (OSCAR) will create an orientation workbook for incoming first year students which will include personal and institutional values.

**Intrapersonal Development**

- The Office of Residence Life assists students with managing conflict with civility through the roommate conflict and mediation process.
- The student organization registration process assists students define their individual and organization identity.

**Interpersonal Development**

- The Dean of Students Office intentionally incorporates student success and persistence in student affairs programs across all offices to aid in overall university efforts.
- The Office of Student Conduct and Residence Life will increase the number of educational programs to deal with various issues of student conduct, thereby reducing incidences and pro-actively educating students.

**Global Awareness and Civic Engagement**

- The Office of Student Leadership and Engagement and the PEACE Volunteer Center sponsor an international alternative break trip (Tanzania) to increase student’s knowledge of community needs in other areas of the world.
- The newest residence hall, West Kennedy Hall hosts an international theme, intended to continue educating students about global cultures and traditions.

**Life Skills**

- The Wellness Center’s programs and services are intentionally focused on increasing knowledge of healthy relationships, relationship violence prevention, sexually transmitted infections, and stress reduction.
- The Office of Career Services collaborates with local employers to offer programs and services to help students enhance their resume writing, networking, personal branding, and interviewing skills.