

Campus Inclusion and Community Structural Changes Spring 2015

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Division of Student Affairs

Vision

We will be full partners in the student learning experience.

Mission

The mission of the Northwestern University Division of Student Affairs is to educate students, engage the community, and enrich the Northwestern experience.



Our Place in Student Affairs

Strategic Theme: Advance Social Justice

- We will work authentically and ethically to create an inclusive and socially just learning environment for all members of the Northwestern University community.
 - Building Organization Health
 - Enrich the Northwestern
 - Further Student Learning
 - Foster Purposeful Partnerships
 - Optimize Resources

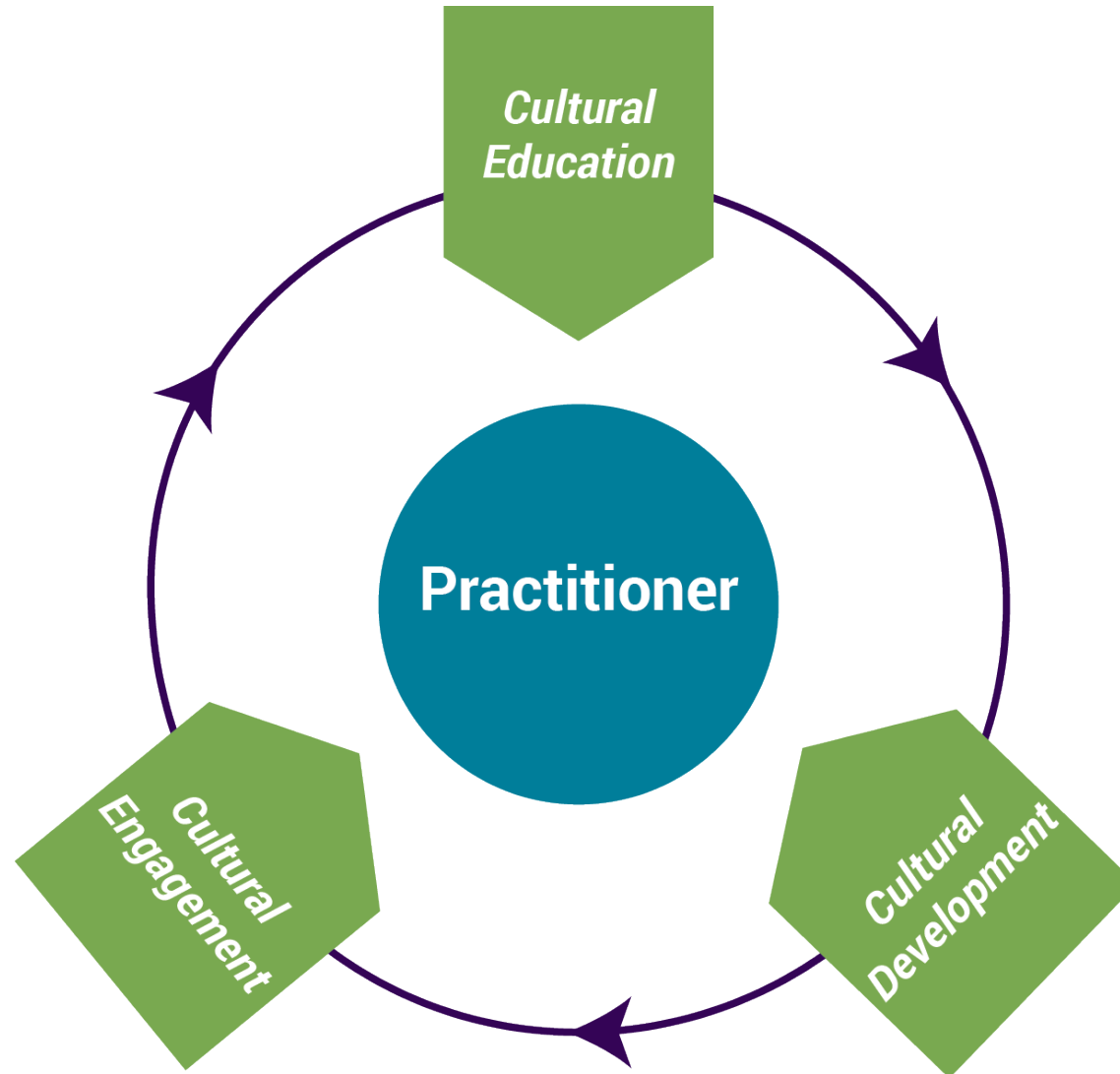


CIC Mission Statement

Campus Inclusion and Community works collaboratively with the university community to cultivate inclusive learning environments through the intentional engagement with difference.



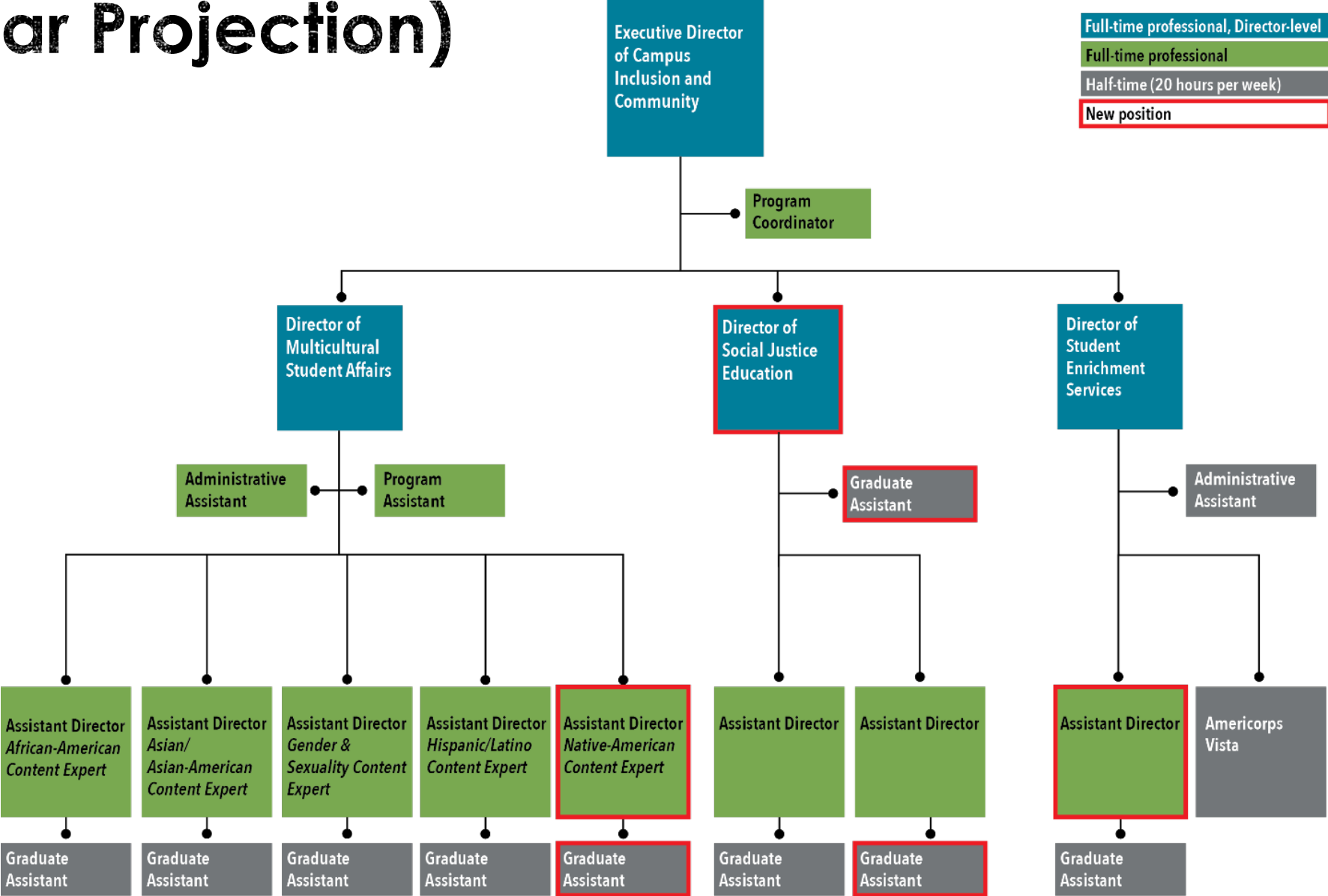
Tri-Sector Model of Cultural Practice (Jenkins & Walton 2008)



Adaptation Tri-Sector Model of Cultural Practice (Jenkins & Walton, 2008)



CIC Organizational Chart (3 Year Projection)



Student Enrichment Services



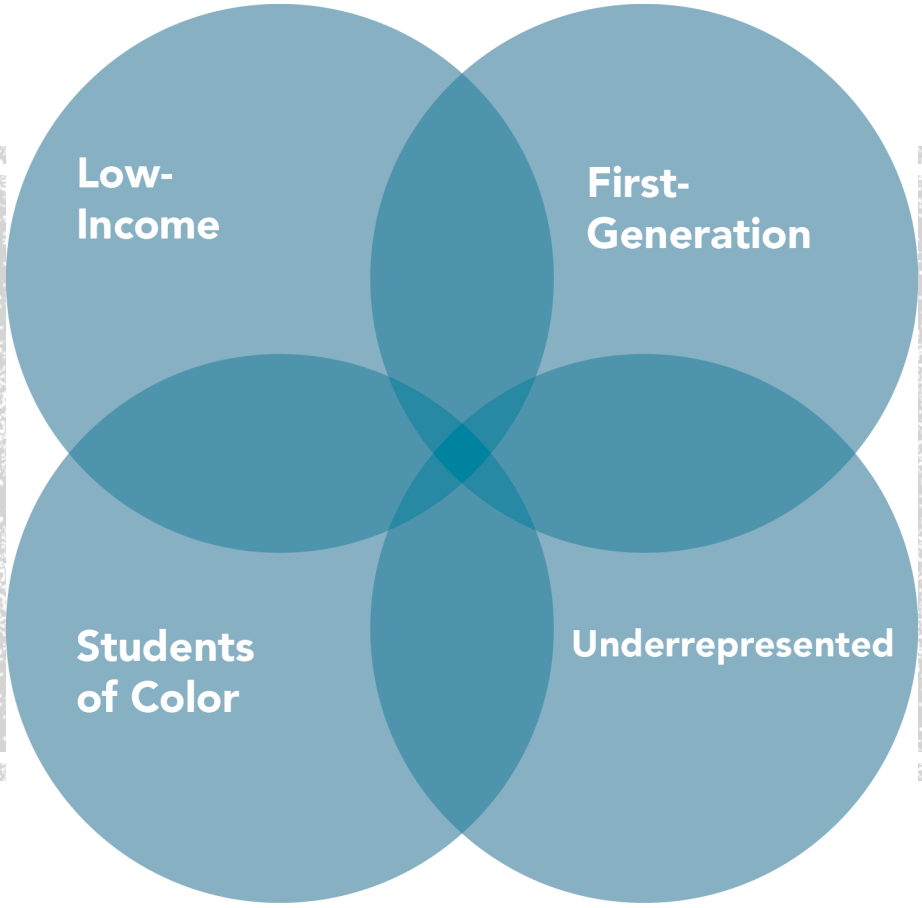
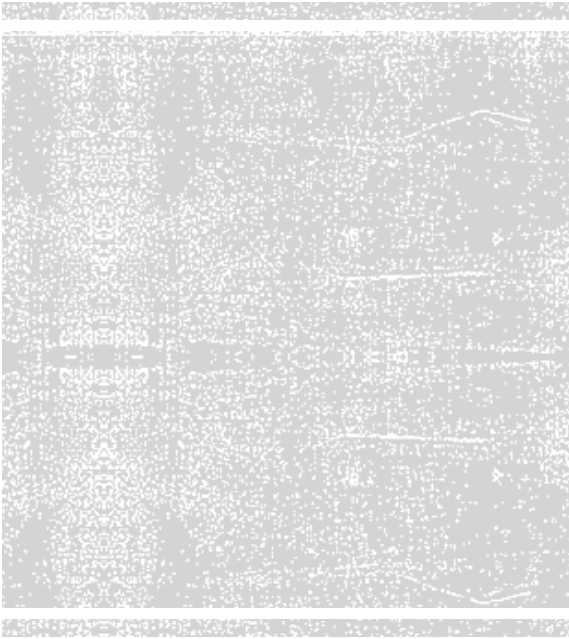
SES | STUDENT ENRICHMENT SERVICES
NORTHWESTERN UNIVERSITY

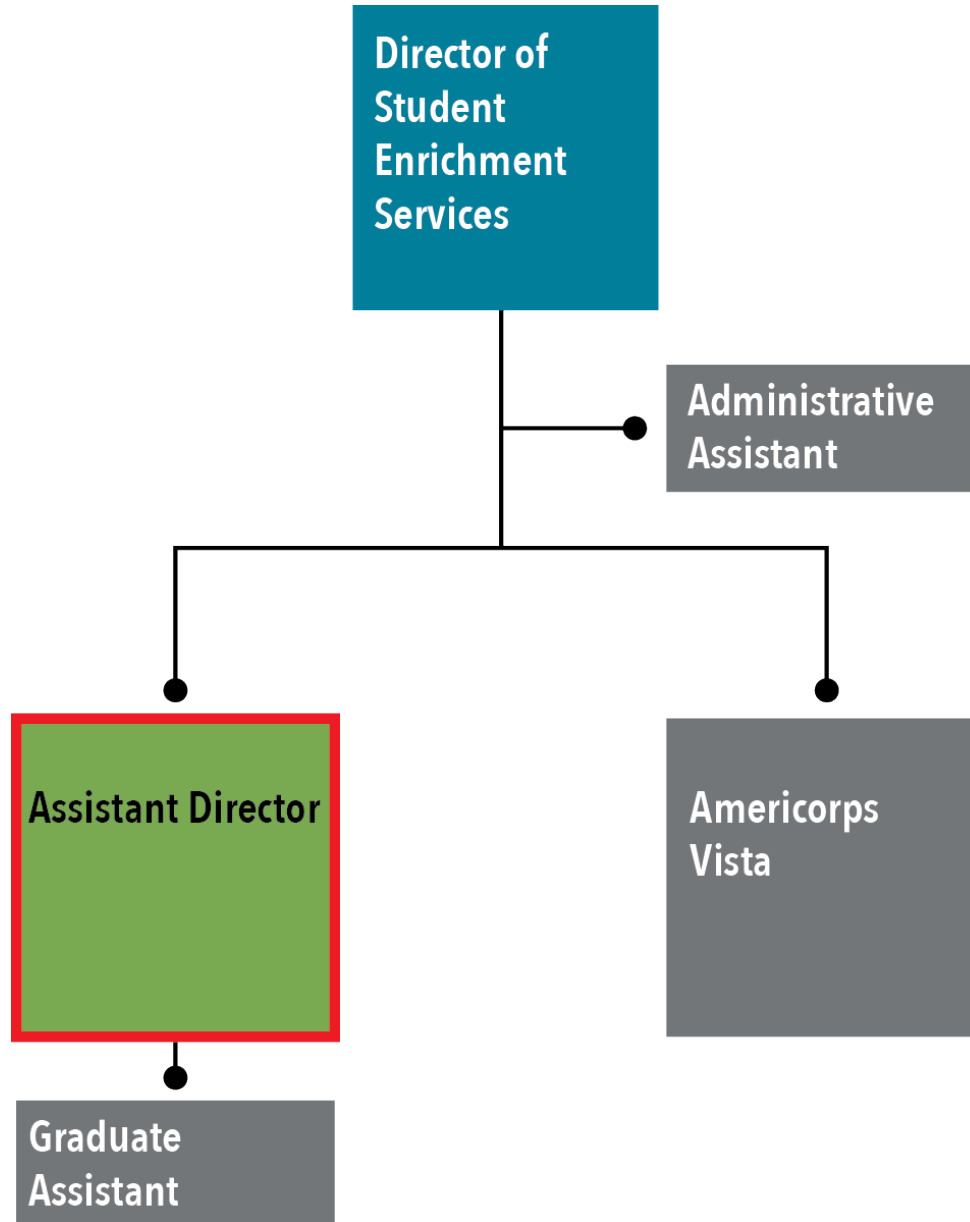
Student Enrichment Services

Student Enrichment Services works with low-income and first-generation students to enhance their academic success, personal development, and professional growth.

Through campus-wide partnerships, SES builds an inclusive Northwestern community by engaging students and their allies with programming and dialogue around the low-income and first-generation experience.







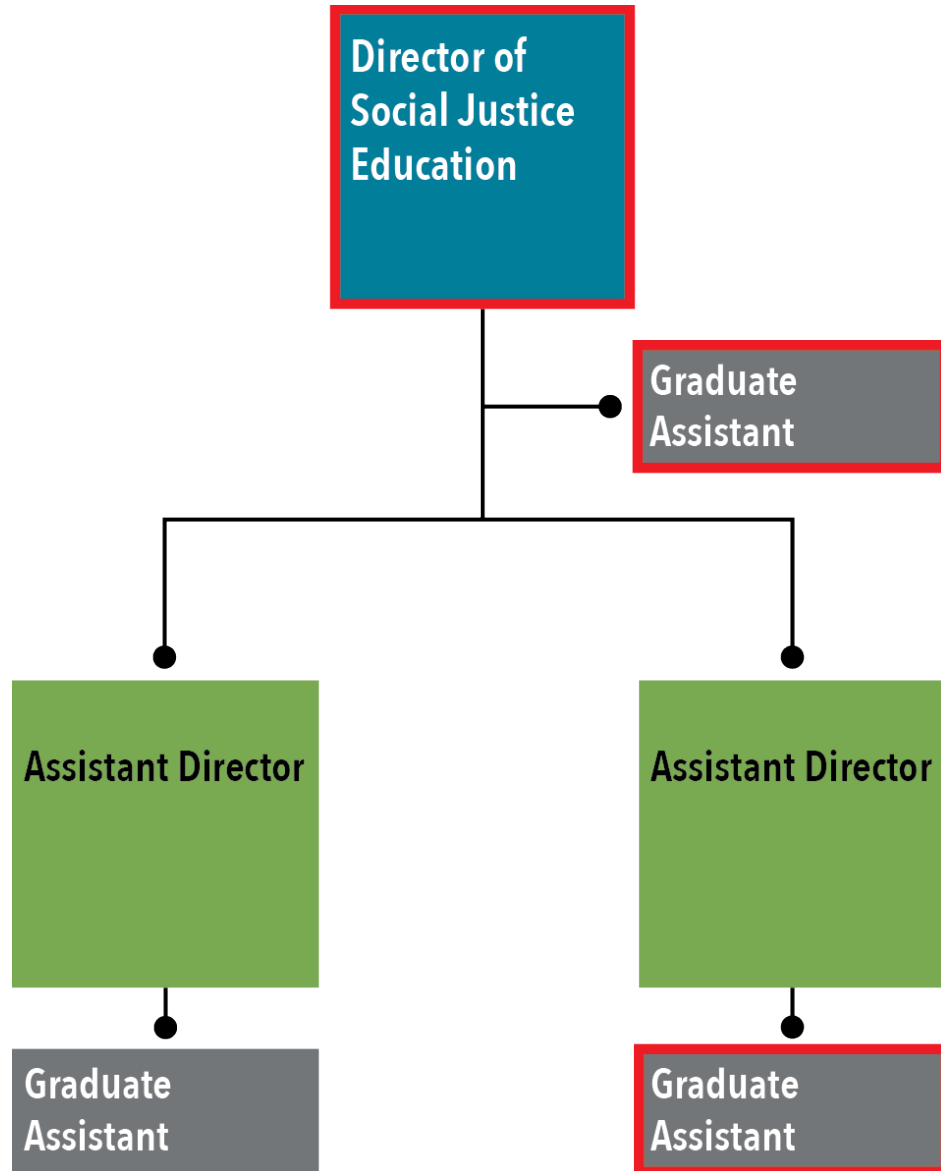
SES 3 Year Projection

- Shared Administrative Assistant with Student Conduct
- Current Graduate Assistant is a Ph.D student in Sociology
- Americorps Vista will spend half of their time with SES
- Assistant Director will be requested for FY 2017



Social Justice Education





SJE 3 Year Projection

- Director requested for FY 2016 and will work on academic integration initiatives and programs
- There is a need to introduce more tools
- Second Assistant Director position is a role that will be moved from MSA to SJE



Multicultural Student Affairs



Multicultural Student Affairs

MSA enriches the cultural experience of Northwestern through leadership and education programming, providing opportunities for community engagement and identity expression, and assisting students in navigating the University experience.



In Their Words

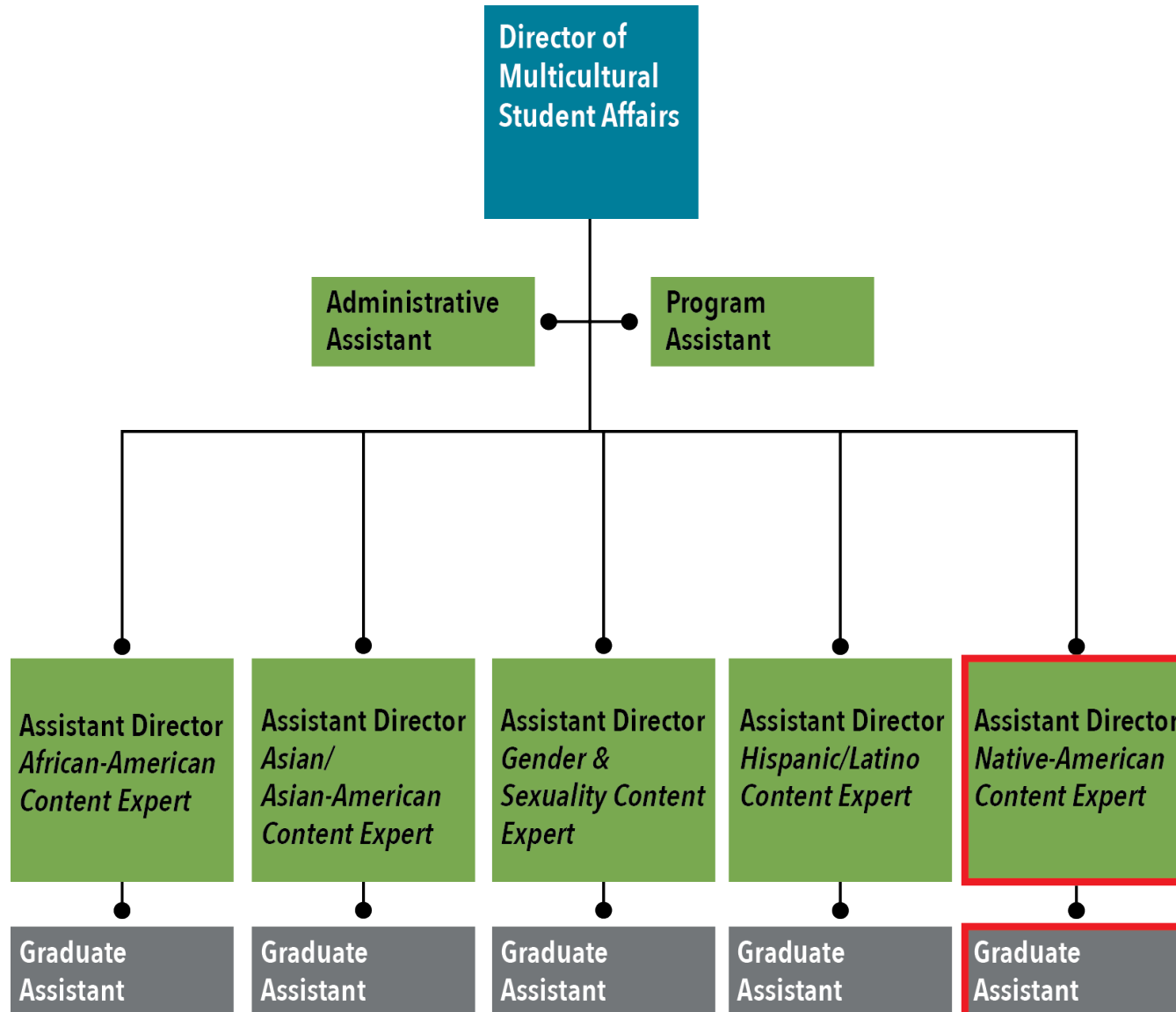
“I wish the programs were more open to other ethnic groups so that people could learn from one another”



“I wish there were more opportunities to meet other Latino students who aren't in certain Latino organizations. Also, I wish there was more interaction with Asian American Student Affairs and African American Student Affairs.”

“I am biracial and I frequently feel as though I am "not black enough" for many groups of color on campus”

Quotes from the 2014 Multicultural Student Affairs Survey



MSA 3 Year Projection

- Director roles moved to Assistant Director of MSA positions
- Hiring individuals with expertise working with historically marginalized populations
- The Assistant Director of MSA with expertise in working with Native-American and Indigenous students is a recommendation that came from the Native American Inclusion and Outreach Task Force



Communication Timeline

- November 12, 2013
 - Presented Theoretical Framework to PTI
- November 13, 2014
 - SALT Budget Presentation
- December 09, 2014
 - Preliminary Discussion with CIC Staff
- December 18, 2014
 - Discussed Organizational Changes with SALT
- January 09, 2015
 - Present Organizational Chart to CIC Staff
- January 13, 2015
 - Present Organizational Changes to SELT
- January 30, 2015
 - Send Director and Assistant Director position descriptions to HR
- Winter Quarter-Communication to Specific Constituency Groups
 - 20 Sessions
 - Young Alumni Session
 - Alumni Group Representative
 - Student Leader Roundtables
 - Academic School (Weinberg, Medill, Ethnic Studies)
 - Departments
 - SE Town Hall
- Spring Quarter
 - MSA Student Leader Roundtable
 - Counseling and Psychological Service
 - Diversity and Inclusion Town Hall
 - Memo and Presentation on Website
- September 01, 2015
 - Changes Become Effective



Final Thoughts

- With this new model, we can reach those who haven't been reached, and we can have a greater positive impact on those we have.
- National Model
- Organizational Health-Burn Out
- Proactive and Responsive to Student Needs
- Purposeful Partnerships



“When I dare to be powerful-
to use my strength in the
service of my vision, then it
becomes less and less
important whether I am
afraid”

-Audre Lorde

