MOREHOUSE COLLEGE

STUDENT SERVICES DIVISION
2010-2015 STRATEGIC PLAN

Executive Summary

The current Five-Year Plan (2010-2015) for the Student Services Division at Morehouse College articulates the strategic focus of the Division’s work. In accordance with the College’s Strategic Plan and Goals, the Vice President for Student Services has developed administrative goals and objectives that will guide the management and supervision of the Division. The goals and objectives for the Office of the Vice President for Student Services (OVPSS) were shared with Division Directors for review, revision and “buy-in.” The Student Services Directors wholeheartedly endorsed and committed to the implementation of the goals and objectives.

The offices and departments within Student Services are (see Appendix A for description of each office): the Office of the Vice President (includes the Dean of Student Services), Office of Student conduct, Student Health Services, Intercollegiate Athletics, International Student Services, Housing and Residential Life, Student Life and Development, Counseling and Disability Services, Career Planning and Placement (Non-Business majors), Recreation, Intramurals and Fitness, Student Government Association (SGA), Campus Alliance for Student Activities (CASA), the Maroon Tiger, the Torch Yearbook, Pan-Hellenic Fraternities and all other chartered student organizations, in addition to being the coordinating office for the Morehouse College Parents Council and chairing the College’s Respect and Diversity Committee.

Organizationally, the Vice President is assisted with the supervision and oversight of division offices and departments by the Associate Dean of Students Services. The Vice President works directly with Intercollegiate Athletics, Housing and Residential Life, Counseling and Disability Services, Student Life and Development, Student Conduct and Student Health Services, in addition to chairing the Respect and Diversity Committee. The Associate Dean of Student Services works directly with Recreation, Intramural and Fitness, Career Planning and Placement and International Student Services. He also serves as the primary liaison to the Morehouse College Parents Council. The Vice President and the Director of Student Life work cooperatively with the SGA Executive Board officers. The Vice President meets with the Deans and all directors every two weeks and with the entire division personnel once each semester. The President of the Student Government Association (or designee) is invited to attend all Division Director’s meetings. The Dean meets with his direct reports as needed. The above revised organizational structure was implemented in Fall 2009.

In order to better address and align the Division with College and Vice President for Student Services (VPSS) goals and objectives, the Student Services Planning Team initially identified nine (9) critical areas that decisively affect and influence the Division’s capacity to actualize its mission and vision as well as to deliver superlatives programs and services to the College’s students and other constituencies. As the team engaged in the analytical phases of the development of the Plan, it became apparent that
considerable program and staff development, foundational and resource enhancement work and accomplishments will be required if the Division’s mission and vision statements are to be actualized. Therefore, the Plan primarily concentrates on “putting in place” (1) fundamental structures, systems, processes, policies and procedures; (2) enabling programs and services; and (3) human and capital resources and infrastructure improvements over the five years of the Plan. Once these critical areas have been addressed, the long-term goals and objectives accomplished, the Division will have moved forward and more effectively carried out its mission.

Critical areas represent major factors that decisively affect and influence the direction of Student Services. They are key areas in which the Division and its staff must effectively perform over the Plan period. The critical areas are comprehensive in scope and usually do not involve one unit solely. This is intentional in design and implementation and depends on good, strong, collegial working relationships across the division and College if the goals are to be realized. The following nine (9) key critical areas have been identified as paramount as the Division begins its work to align itself with the College’s Strategic Plan and goals:

1.0 Planning, Evaluation and Staff Enhancement
2.0 Safety, Security and Wellness
3.0 Retention and Graduation Rate Improvement
4.0 Visibility and Positioning
5.0 Student Life and Development
6.0 Housing and Residential Life
7.0 Campus Culture and Decorum
8.0 Diversity and Globalization
9.0 Leadership Development and Service

While retention and graduation rate enhancement is specifically identified as a critical area, we realize that if we are successful in completing all areas, then we will improve retention and graduation rates. In addition, we realize that retention and graduation rate enhancement is a College-wide initiative and goal and that one division is not solely responsible for its enhancement, we all are! Given the development of Morehouse’s Strategic Plan, the submission of Morehouse’s Quality Enhancement Plan (QEP) to the Southern Association for Colleges and Schools, globalization is a key critical area in which the College must perform if it is to meet the objectives in its QEP. While both retention and graduation rates for Morehouse students is above the national average for African American students, we believe with a comprehensive, coordinated plan we can significantly improve and provide our students with even greater academic and student life services. Additionally, we believe a greater focus on wellness, encompassing spiritual, mental and physical health and other counseling support services will need to be addressed to further enhance retention.

An “Active Engagement” approach will be the strategy through which the Division will address the Plan’s critical areas and achieve its long-term goals and objectives. Through this strategy, the Division will focus on ten elements that are tantamount to students’ active engagement in college life. The ten elements are the following:

1. Orientation
2. Hierarchical Needs
3. Connection (Affiliation and Belonging)
4. Social Integration
5. Intellectual and Cultural Enrichment
6. Purpose and Direction
7. Personal and Social Development
8. Personal and Spiritual support
9. Leadership Development
10. Personal Attention, Regard and Recognition

This document contains the following: (1) mission statement; (2) vision statement; (3) Philosophy statement; (4) College and VPSS goals and objectives; (5) critical areas discussion; and (6 critical areas five-year goals and objectives.