



# OMSA STRATEGIC PLAN

2022-2026



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# The Office of Minority Student Affairs Strategic Plan, 2022-2026

## Mission

OMSA's mission is to provide exceptional support services that enhance the academic achievement, personal development, and graduation rates of first generation, low-income, and historically underrepresented students at Illinois.

## Vision

OMSA's vision is to become the campus leader and national trailblazer in transforming the lives of first generation, low-income, and historically underrepresented students.

## History

We are informed by our history. The Office of Minority Student Affairs (OMSA) is one of the oldest and most comprehensive support programs in the nation. OMSA began, as the Special Educational Opportunity Program in the late 1960s to serve a newly admitted cohort of underrepresented students, now, known as "Project 500". Under pressure from student and community activists alike, the University of Illinois implemented Project 500 in 1968. Nearly 600 first-generation, low-income, and historically underrepresented students enrolled under the project's auspices. After the success of Project 500, the university continued admitting underrepresented students, and OMSA continued providing those students the resources they needed for success.

In this way, OMSA has embodied Illinois' land grant mission by championing access for all students and providing a comprehensive array of college preparatory and support services to bolster students' success. Over the years, OMSA has served historically minoritized and marginalized students from across the country. OMSA works diligently to advocate for diversity, inclusion, and the establishment of a safe and welcoming community for all.

Although the campus has changed dramatically over the last 50 years, OMSA's commitment to providing high-quality mentoring and academic support services to underrepresented students has endured. Today, the OMSA coordinates more than a dozen programs and services to improve the academic outcomes for students admitted via the Educational Opportunity Programs (EOP), the President's Awards Program (PAP), and students from historically underrepresented, first-generation, and economically disadvantaged communities.

## Next 150 Goal 1: Foster Scholarship, Discovery, and Innovation

*Scholarship, discovery, and innovation are at the heart of Illinois' local, national, and global impact. We will drive new frontiers by attracting and retaining a diverse group of faculty, students, and staff endowed with creativity and intellectual depth and breadth. Modern infrastructures, streamlined processes, and enriching interdisciplinary and convergent work will advance the university's mission.*

### SA A. Assessment and Evaluation

*Student Affairs ensures the quality of learning by fostering a culture of assessment to enhance student learning, improve program effectiveness, and strengthen service implementation. We will use theory-driven, evidence-based, and culturally relevant practices to improve the student experience.*

**OMSA Strategic Goal I. Increase assessment and research activities to continue demonstrating the successes, challenges, and needs of the OMSA's students and the programs and services provided by the OMSA to support its students. SA: A 150: 1.A, 1.B**

- a) Create and disseminate data reports and interactive dashboards that highlight OMSA student success. SA: A.iv 150: 1.A, 1.A.ii, 1.B
- b) Collaborate with units across Student Affairs to create larger networks of data that shed new light on the student experience at the University of Illinois. SA: A.i, A.iii 150: 1.B

## Next 150 Goal 2: Provide Transformative Learning Experiences

*With a solid academic core, Illinois will deliver on the fundamental promise of a public university—to teach students and to pioneer the science and the art of learning. This is transformative knowledge—for the individual and, collectively, for the world in which we live and work.*

### SA B. Health and Wellbeing, C. Equity, Inclusion, and Justice, D. Leadership and Career Development, F. Technology for Learning, G. Collaboration and Community Partnerships

*Student Affairs supports student learning and development, holistic health and well-being, and socially just practices through our co-curricular programs and services. We foster a collaborative culture that promotes a shared purpose to empower students to reach their highest potential.*

**OMSA Strategic Goal II. Provide exceptional academic mentoring, advocacy, and support services for first generation, low-income, and historically underrepresented undergraduate students that bolsters their success and eases their adjustment to the rigor of college. SA: B, C, D, F, G 150: 2.B, 2.D**

- a) Return to pre-pandemic levels of advising and tutoring services deliveries. SA: C, F, H 150: 2.B
- b) Offer student support services that consider students as whole people with unique lived experiences, academic pathways, social needs, and career outcomes. SA: B.iii, C.v, D.ii, F.ii, G.ii 150: 2.D
- c) Offer highly effective academic and support services via flexible modalities to ensure maximal access. SA: F.ii 150: 2.B, 2.G

## Next 150 Goal 3: Make Significant and Visible Societal Impact

*When the core foundations of unabashed discovery combine with transformative learning and teaching, the outcomes are no longer measured simply in degrees or in citations. They are seen in how the world is changed for the better through contact with the University of Illinois at Urbana-Champaign. The university lives up to its land-grant mission in many ways, and we will better organize, enrich, and value these contributions as we reach out to our local, regional, national, and global communities.*

### SA G. Collaboration and Community Partnerships, H. Marketing and Communications

*Student Affairs Embraces our role as a community partner and will collaborate and communicate with all stakeholders to enhance the student experience and fulfill our public engagement mission.*

**OMSA Strategic Goal III. Support the recruitment and yielding activities for first-generation, low-income, and historically underrepresented students at Illinois (i.e., African American, Latinx, Native American, Native Hawaiian and Pacific Island students).** SA: C, G 150: 2, 3

- a) Participate in Orange and Blue Days, Illini Days, calling campaigns, Welcome Week activities and other recruitment and yielding activities, as invited. SA: C.ii, C.iii G.vi 150: 2.D, 3.C

**OMSA Strategic Goal IV. Collaborate with colleagues in Academic and Student Affairs to create safe and welcoming environments that encourage academic success, personal growth, collegiate persistence, and graduation.** SA: C, G 150: 2, 3

- a) Increase academic programming and partnerships with AACC, La Casa, BNAACC, and NAH. SA: C.ii, C.iii G.vi 150: 2.A, 2.C, 2.D, 3.B.ii, 3.B.iii, 3.E

**OMSA Strategic Goal V. Collaborate with the Champaign, Urbana, and Decatur public school districts to support the high school graduation and collegiate enrollment of first-generation, low-income, and academically vulnerable students enrolled in University of Illinois TRIO Programs.** SA: G.i 150: 2.D, 3.C

## Next 150 Goal 4: Steward Current Resources and Generate Additional Resources for Strategic Initiatives

*The University of Illinois at Urbana-Champaign has stewarded its land-grant mission and accompanying financial, human, technology, and infrastructure resources while tackling significant budgetary challenges. We need to continue to refine, coordinate, and structure our financial framework to manage all of our resources effectively and develop new lines of revenue to support our human resources, infrastructure, operating budget, and strategic initiatives. To create this framework, we must streamline our processes, reduce redundancies, and improve the quality and quantity of services throughout campus.*

### SA. I. Fiscal and Capital Resources, J. Human Resources

*Student Affairs recognizes that employees are our most valuable resource and is dedicated to supporting a team that enhances the student experience. We embrace continuous improvement by stewarding, fiscal, technological, physical, and hum resources to improve our programs and services.*

**OMSA Strategic Goal VI. Advocate for and secure additional funds and staff through the campus and state budgetary processes, federal and local grant programs, and advancement activities.**

*SA I 150: 4.E*

- a) Increase advancement activities through OMSA committee work and partnerships with campus- and division-level Advancement offices to development stronger alumni and donor relations communities. *SA: I.v, 150: 4.E.i, 4.E.vi, 4.E.v*

**OMSA Strategic Goal VII. Encourage and support staff professional development and well-being.**

*SA: J.iv 150: 4.D.i*