



K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Division of Student Life

Department: Educational Supportive Services & McNair Scholars Program

1. What are your Department’s mission and vision and how does your organization contribute to achieving the University’s and your College’s/Major Unit’s vision for K-State 2025?

The mission of Educational Supportive Services (ESS) and the McNair Scholars Program is to assist students who are traditionally under-represented in higher education because of income, family educational background, disability, in completing a bachelor’s degree. Additionally, the McNair Scholars Program prepares students who are academically talented for graduate school.

We achieve the University’s and Division’s vision for K-State2025 with the goals to:

1. Develop and implement initiatives that enhance academic success and support student persistence.
2. Support students through advocacy and development of the whole student
3. Provide active and diverse student engagement experiences that prepare students to become future leaders and citizens in a global society.
4. Provide environment and facilities that are conducive to student learning and success.

2. What are your Department’s key strategic activities and outcomes?

3. Identify [in brackets] which of your Department’s strategic outcomes are directly linked to your College’s/Major Unit’s outcomes. (If your Department or similar unit is not in a College or Major Unit, skip this question.)

Key Activities	Short Term (2013 - 2015) Key Outcomes	Intermediate (2016 - 2020) Key Outcomes	Long Term (2021 - 2025) Key Outcomes
<i>What we plan to do...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>	<i>What we expect to happen...</i>
Goal I-C. Develop and expand programs designed to increase student retention and graduation rates.	ESS program participants’ retention rate to the following year will increase by 2%. [SL:I-C]	ESS program participants’ retention rate to the following year will increase by 3% over short term rates. [SL:I-C]	ESS program participants’ retention rate to the following year by 4%. [SL:I-C]
1. Develop and Educational development Plan for each participant, which specifically addresses the varied and unique needs of low-income and first-generation college students.	Graduation rates of ESS program participants will increase by 2%. [SL:I-C]	Graduation rates of ESS program participants will increase by 3% over short term rates. [SL:I-C]	Graduation rates of ESS program participants will increase by 4%. [SL:I-C]
2. Provide free individualized or small group tutoring.	At least 70% of ESS students will report satisfaction with services provided. [SL:I-C, 3]	At least 75% of ESS students will report satisfaction with services provided. [SL:I-C, 3]	At least 80% of ESS students will report satisfaction with services provided. [SL:I-C, 3]
3. Work with the Office of Student Financial Assistance in helping students to finance their education, including providing first and second year students			

<p>with federal supplemental grant aid.</p> <p>4. Provide participants with advice and assistance with course selection in concert with their college advisers.</p> <p>5. Provide participants with a peer mentor to help navigate the rigors of college.</p> <p>6. Evaluate and expand existing programs and develop new programs that address the needs of special student populations.</p>			
<p>Goal I-D. Provide undergraduate research and scholarly activities for McNair Scholars.</p> <p>1. Provide a 4-session Colloquium on Research and Graduate Education for McNair Scholar Program participants to include developing and presenting a practice research proposal, and working with a research science librarian.</p> <p>2. Provide weekly seminars on developing a research proposal, refining research interest focus, exploring ethical issues in academia and</p> <p>3. Provide an 8-week Summer Research Internship for McNair Scholars including conducting a research project under the guidance of a faculty mentor, participation in activities of mentor's research group, and sharing research observations with other McNair Scholars.</p> <p>4. Present research at a conference, including the Graduate Student Research Forum at K-State.</p> <p>5. Work with mentor on preparing a paper for publication where feasible.</p>	<p>12 of 14 (86%) McNair students will complete an undergraduate research experience through its Summer Research Internship Program. [SL:I-D, 2]</p>	<p>12 Of 14 (86%) McNair students will complete an undergraduate research experience through its Summer Research Internship Program pending. [SL:I-D, 2]</p>	<p>13 of 14 (93%) McNair students will complete an undergraduate research experience each summer through its Summer Research Internship Program. [SL:I-D, 2]</p>

<p>Goal I-E. Develop a comprehensive, coordinated and integrated model for delivery of student services.</p> <ol style="list-style-type: none"> 1. Collaborate with Student Financial Assistance Office to provide information on the full range of federal student financial aid programs and benefits and resources for locating public and private scholarships. 2. Partner with Power Cat Financial Services to enhance the financial literacy of ESS students. 3. Partner with the Academic Assistance Center to offer a section of the Enhanced University Experience (2-3 cr. hrs.) for ESS students. 4. Collaborate with the following programs to identify and recruit prospective McNair students: ESS; Developing Scholars Program; Disabled Student Services; Non-Traditional & Veteran Student Services; Multicultural Engineering Program, Women in Engineering and Science Program,; and Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS). 	<p>This information will be available to all (300) ESS students. [SL:I-E, 4]</p> <p>Enroll at least 12 ESS freshmen students will be enrolled. [SL:I-E]</p> <p>Each year identify prospective McNair Scholar resulting in 14 new students. [SL:I-E]</p>	<p>This information will be available to all (300) ESS students. [SL:I-E, 4]</p> <p>Enroll at least 15 ESS freshmen students will be enrolled. [SL:I-E]</p> <p>Each year identify prospective McNair Scholar resulting in 14 new students. [SL:I-E]</p>	<p>This information will be available to all (300) ESS students. [SL:I-E, 4]</p> <p>Enroll at least 18 ESS freshmen students will be enrolled. [SL:I-E]</p> <p>Each year identify prospective McNair Scholar resulting in 14 new students. [SL:I-E]</p>
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4a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

U.S. Department of Education TRIO funds; some funding from the university to support a portion of ESS staff salaries; a portion for ESS staff professional development; EPSCoR funding to support at least one McNair Scholars for undergraduate research and other scholarly activities; a university scholarship to support one McNair Scholar for undergraduate research during the summer; being housed in the center of campus near other Student Life services, and being accessible to students with disabilities.

4b. What resources and/or opportunities are needed for your Department to achieve its vision and outcomes?

Financial resources to absorb the 8.3% cuts in federal funding; a learning center that will accommodate students for tutoring and other academic assistance; competitive salaries for staff that will attract the best professionals possible to serve our students.

5. How do you propose to acquire the resources needed for your Department to accomplish its vision and outcomes?

Writing successful grant applications for funding, and explore non-grant funding opportunities to support program services.

6. How does your plan link to the K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics?
(See below)

6. Departmental Links to K-State 2025 University Benchmark Metrics, Common Elements, and Thematic Goals, Outcomes, and Metrics

Links to Benchmark Metrics
B-7 - Six-year graduation rate B-8 - Percent of undergraduate students involved in research

Links to Common Elements
CE-3 - Diversity CE-4 - External Constituents CE-5 - Funding

Links to University Thematic Goals, Outcomes, and Metrics			
Links to 2025 Thematic Goals and Metrics	Links to Short Term Outcomes (2011 – 2015)	Links to Intermediate Outcomes (2016 – 2020)	Links to Long Term Outcomes (2021 – 2025)
<p>T2 - Undergraduate Educational Experience (UEE)</p> <p>Theme 2 Metrics:</p> <p>T2-2 - # and % of undergraduate students completing an experiential learning experience</p> <p>T2-3 - Total funding awarded for undergraduate scholarship support</p> <p>T2-4 - # and % of students participating in an undergraduate student success program</p>	<p>T2-A - Excellent, customized academic advising and services available to all students to support their success and degree completion</p> <p>T2-C - Increased participation by undergraduates in expanded opportunities for meaningful research</p> <p>T2-H - Improved six-year graduation rates and retention ratios</p>	<p>T2-M - Increased undergraduate contributions in the creation of scholarship through research</p> <p>T2-N - Ongoing improvement of six-year graduation rates and retention ratios</p>	<p>T2-O - An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities</p> <p>T2-R - Six-Year graduation rates comparable to benchmark institutions</p>