



K-State 2025 Strategic Action and Alignment Plan

College or Major Unit: Student Life

Department: Pilots 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 Pilots Program’s mission is to retain students into the sophomore year by providing academic structure and tutoring; offering individual attention through extensive contact with culturally sensitive and competent advisors; and assisting students in making a strong connection with the campus community. Pilots values diversity, and engages students in activities that foster knowledge and appreciation for other cultures. The program’s goals are designed to support all four Division of Student Life’s goals.

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>
I. Develop and implement initiatives that enhance academic success and support student persistence.			
A. Expand our capacity to recruit a talented and diverse student population.			
1. Establish goals and implement strategies to increase number of students in target populations.			
1. Pilots Program will develop and strengthen partnerships with high school programs such as AVID and high schools across the state of Kansas to refer students to the program.	Contact at least 10 guidance counselors to cultivate a list of prospective eligible students. [SL:I-A, 1]	Contact at least 20 guidance counselors to cultivate a list of prospective eligible students. [SL:I-A, 1]	Contact at least 30 guidance counselors to cultivate a list of prospective eligible students. [SL:I-A, 1]

<p>C. Develop, support and resource effective undergraduate retention programs</p> <p>4. Evaluate and expand existing programs and develop new programs that address the needs of special student populations.</p> <p>c. Evaluate and further resource PILOTS program for first-generation and 21 or below ACT freshmen.</p> <p>1. Provide effective and proactive advising and mentoring services to all program participants.</p> <p>2. Provide effective tutoring services to all student participants.</p> <p>3. Provide a cluster of small size classes for student participants</p> <p>4. Provide scholarship funding for academics and leadership.</p> <p>5. Expand the program to a sophomore year component.</p>	<p>c. Number of PILOTS program participants retained to second year will increase by 2% [SL:I-C, 4c].</p> <p>Students who participate in the program will report a 70% satisfaction rate with advising and mentoring services received [SL:I-C, 4].</p> <p>Students who participate in the program will report 70% satisfaction rate with tutoring services received [SL:I-C, 3].</p> <p>Pilots Program class sections will have an enrollment of no more than 50 students [SL:I-C, 4].</p> <p>Pilots Scholarship funds will increase by 20% [SL:I-C, 4].</p> <p>Twenty sophomore students will participate in second year program [SL:I-C, 4].</p>	<p>c. Number of PILOTS program participants retained to second year will increase by 2% over short term rates [SL:I-C, 4c].</p> <p>Students who participate in the program will report a 75% satisfaction rate with advising and mentoring services received [SL:I-C, 4].</p> <p>Students who participate in the program will report 75% satisfaction rate with tutoring services received [SL:I-C, 3].</p> <p>Pilots Program class sections will have an enrollment of no more than 50 students [SL:I-C, 4].</p> <p>Pilots Scholarship funds will increase by 20% [SL:I-C, 4].</p> <p>Forty sophomore students will participate in second year program [SL:I-C, 4].</p>	<p>c. Number of PILOTS program participants retained will match peer institutions [SL:I-C, 4c].</p> <p>Students who participate in the program will report a 80% satisfaction rate with advising and mentoring services received [SL:I-C, 4].</p> <p>Students who participate in the program will report 80% satisfaction rate with tutoring services received [SL:I-C, 3].</p> <p>Pilots Program class sections will have an enrollment of no more than 50 students [SL:I-C, 4].</p> <p>Pilots Scholarship funds will increase by 20% [SL:I-C, 4].</p> <p>Sixty sophomore students will participate in second year program [SL:I-C, 4].</p>
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III. Provide active and diverse student engagement experiences that prepare students to become future leaders and citizens in a global society.

A. Challenge students to think globally and develop awareness, acceptance, and appreciation of personal and cultural differences.

1. Incorporate activities that build multicultural competencies.

a. Engage students in various cultural events available on campus.

IV. Provide environment and facilities that are conducive to student learning and success.

A. Achieve and maintain staffing that promotes student success.

1. Offer continued professional development opportunities for staff to enhance professional and personal growth.

Students will attend at least 2 cultural events per semester [SL:III-A, 1].

Students will attend at least 3 cultural events per semester [SL:III-A, 1].

Students will attend at least 2 cultural events per semester [SL:III-A, 1].

Support staff will attend at least one local professional conference annually [SL:IV-A].

Support staff will attend one local and one national professional conference annually [SL:IV-A].

Professional development opportunities for Pilots staff will match other peer institutions [SL:IV-A].

<p>B. Provide facilities that enhance student success.</p> <p>1. Expand the Pilots Study Lab to accommodate 200 students.</p> <p>2. Identify and provide adequate office space for staff members to accommodate increasing enrollment numbers.</p> <p>3. Establish the Pilots Program Center</p>	<p>Find adequate space for Pilots Study Lab to accommodate 200 + students in a tutoring environment [SL:IV-B].</p> <p>Locate office space to accommodate advisors' offices [SL:IV-B, 2].</p> <p>Allocate and designate a site for the Pilots Program Center to house advising offices and Study Lab [SL:IV-B, 2].</p>	<p>Find adequate space for Pilots Study Lab to accommodate 200 + students in a tutoring environment [SL:IV-B].</p> <p>Advisors will have adequate office space [SL:IV-B, 2].</p> <p>Move the Pilots advising offices and Pilots Study Lab to new center [SL:IV-B, 2].</p>	<p>Find adequate space for Pilots Study Lab to accommodate 200 + students in a tutoring environment [SL:IV-B].</p> <p>Advisors will have adequate office space [SL:IV-B, 2].</p> <p>Pilots Program Center will accommodate increasing number of program students [SL:IV-B, 2].</p>
<p>C. Develop and maintain appropriate technology that supports student success</p> <p>1. Provide up to date technology and software to computers in Study Lab.</p> <p>2. Provide adequate and updated technology to professional staff.</p>	<p>Computers in the Study Lab will have state of art software [SL:IV-C].</p> <p>Professional staff will have up to date computers [SL:IV-C].</p>	<p>Computers in the Study Lab will have state of art software [SL:IV-C].</p> <p>Professional staff will have up to date computers [SL:IV-C].</p>	<p>Computers in the Study Lab will have state of art software [SL:IV-C].</p> <p>Professional staff will have up to date computers [SL:IV-C].</p>

4a. What resources and/or opportunities exist for your Department to achieve its vision and outcomes?

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

The current Pilots study lab does not accommodate the 200 students that the program enrolls. We are in desperate need of a larger space to provide an effective learning environment to 200 students. In addition to addressing the space needs, the staff salaries are not up to par to the salaries of advisors across campus. We need to offer equitable salaries to attract qualify employees.

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

Request increase in funding from the Division
As space becomes available, seek allocations to programs.

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

Links to Common Elements

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: T2-2 - # and % of undergraduate students completing an experiential learning experience T2-3 - Total funding awarded for undergraduate scholarship support T2-4 - # and % of students participating in an undergraduate student success program T2-7 - Student satisfaction and utilization rates</p>			
<p>T5 - Faculty and Staff</p> <p>Theme 5 Metrics: T5-7 - % of faculty and staff reporting satisfaction in the work environment</p>			
<p>T6 - Facilities and Infrastructure</p> <p>Theme 6 Metrics: T6-2 - Total expenditures for physical facilities and infrastructure projects T6-4 - Total funding available to support facilities and infrastructure needs</p>	<p>T6-B - Adequate temporary space to house programs and staff impacted by renovations of existing facilities</p>		