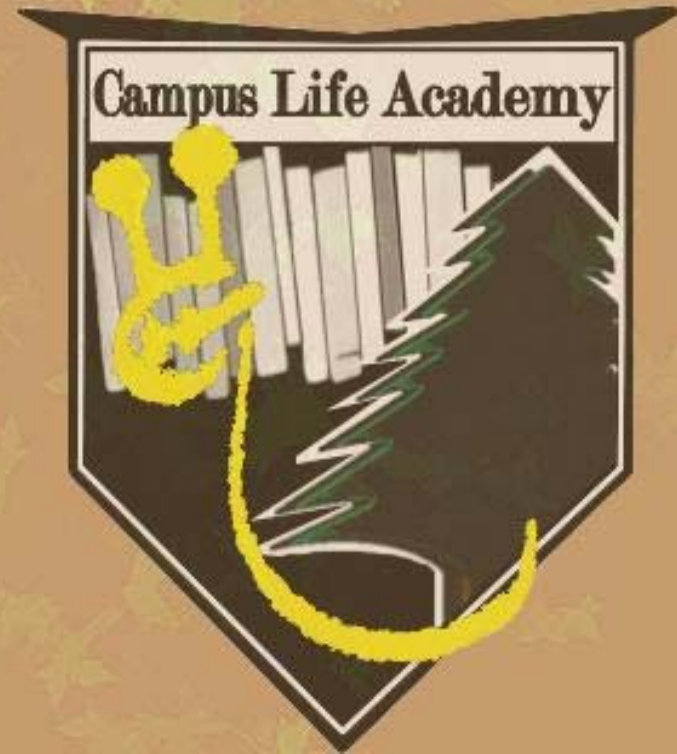


*2007 – 2008*  
*Organizational*  
*Mission*

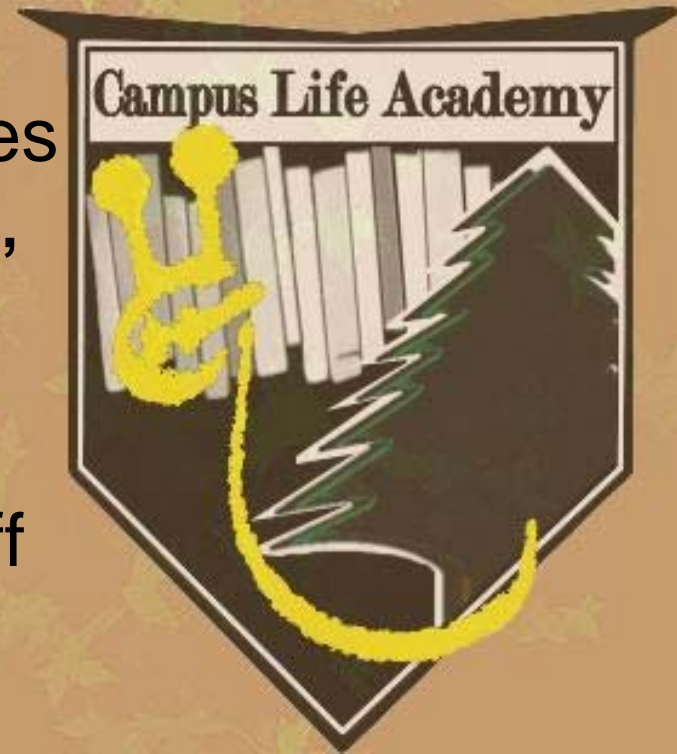
Alma Sifuentes



# Vision for 2007-08

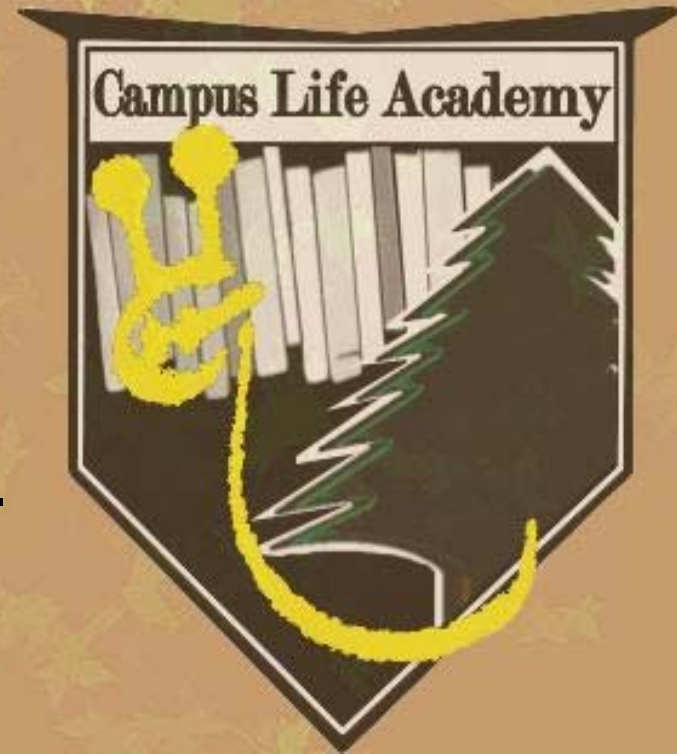
•The 2007-08 Academic Year should be one:

- That has our students at the center
- That is purposeful and impacts **Campus climate**
- That is productive, and challenges are handled with **respect, ethically, and responsibility** and **accountability** are valued and are the norm
- That values and appreciates staff



# Your Work Does Matter...

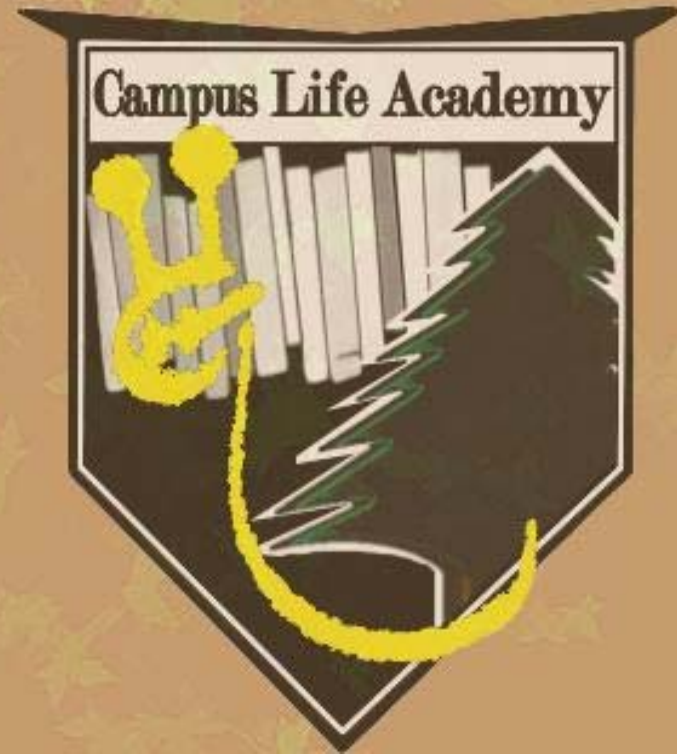
- ...it touches the lives of our students in important ways that make the difference—from greeting with a smile to making a difference by intervening when the student feels isolated, distressed, frustrated with the bureaucracy, academically slipping, experiencing “isms”, and other problems our students face every day and day after day.



# The Student Is...

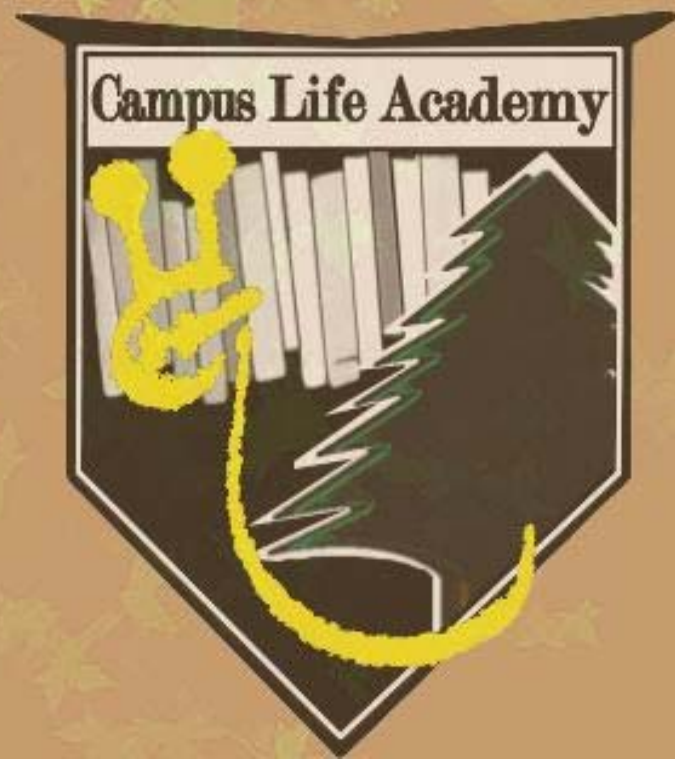
- ...the most important person on campus. Without students there would be no need for the institution.
- ...not a cold enrollment statistic but a flesh and blood human being with feelings and emotions like our own.
- ...not someone to be tolerated so that we can do our thing. They are our thing.
- ...not dependent on us. Rather, we are dependent on them
- ...not an interruption of our work, but the purpose of it. We are not doing them a favor by serving them. They are doing us a favor by giving us the opportunity to do so.

- Anonymous



**The Student Is...the most important person on campus. Without students there would be no need for the institution.**

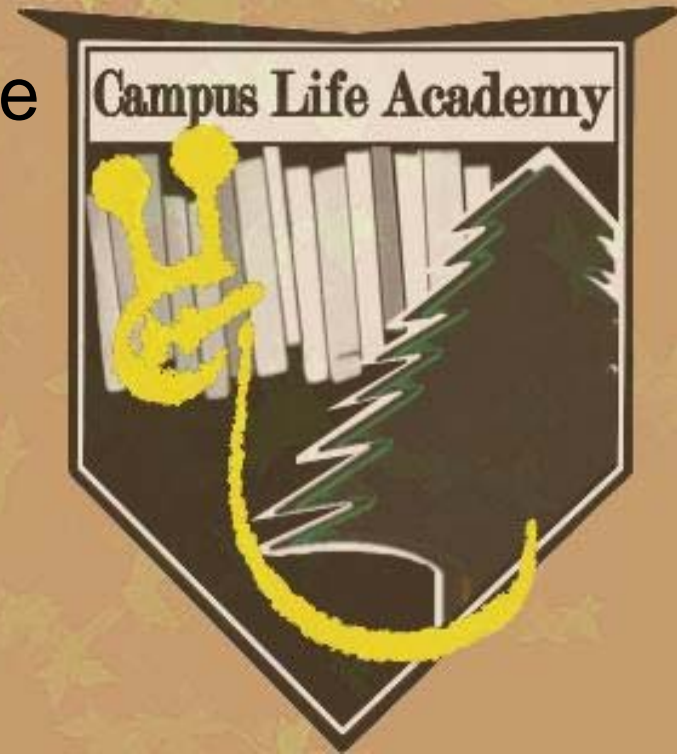
- **Guiding Principle: Purpose**
  - All of our work should have the student at its core
  - It should be purposeful by using data, input, and feedback from our students and from each other.
  - Decision-making, problem-solving, resource allocation should be driven by purpose



**The Student Is...not a cold enrollment statistic but a flesh and blood human being with feelings and emotions like our own.**

Guiding Principle: Compassion

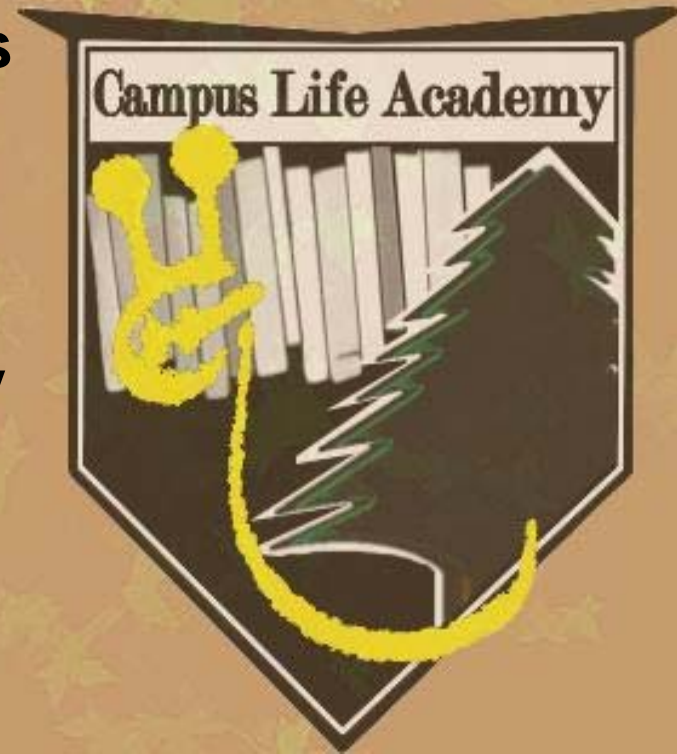
- Though challenging at times, we must bear in mind that what we say and do has great impact and consequences to our students.



**The Student Is...not someone to be tolerated so that we can do our thing. They are our thing.**

**Guiding Principle: Respect for Diversity**

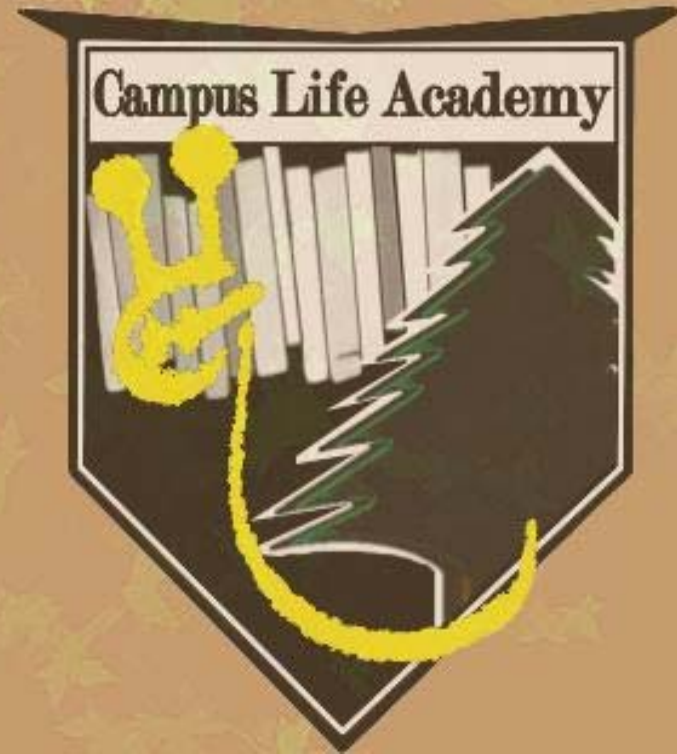
- Put aside our needs, our ego, our...**
- Develop and cultivate relationships**
- Collaborate**
- Model**
- Exercise the Principles of Community—Respect and Dignity are always the right thing to do.**



# **The Student Is...not dependent on us. Rather, we are dependent on them.**

## **Guiding Principles: Responsibility and Accountability**

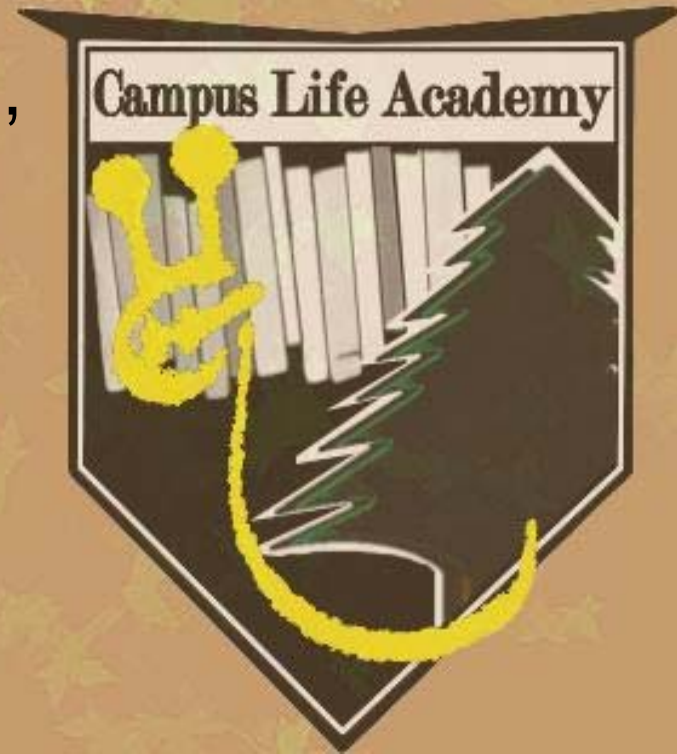
- **Be responsible for our work, for what we are supposed to deliver**
- **Be accountable for your work, be prepared to justify it, be transparent, be fair and just, be aware of you power over others—our colleagues and our students deserve it.**



**The Student Is...not an interruption of our work, but the purpose of it. We are no doing them a favor by serving them. They are doing us a favor by giving us the opportunity to do so.**

## **Guiding Principle: Be student-centered**

- Our office hours, our hours of operations, our office appearance, our office culture, our priorities, our follow-up, our purchases, our transactions, our timing, our training -- all should be with the student in mind.



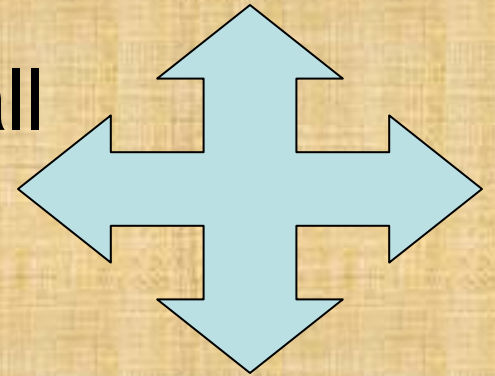
# Setting Expectations

- **Adhere to Title IX and other policies**
- **Conflicts, tensions, etc. should be resolved**
- **Respect all; treat others with dignity**
- **Acknowledge each other and those you supervise**
- **Allow staff and students to voice their concerns and act on them!**
- **Inform your staff of Whistle-blowing and other means of reporting improprieties**
- **Protect against retaliation**
- **Be ethical and serve as a model**



# Setting Expectations

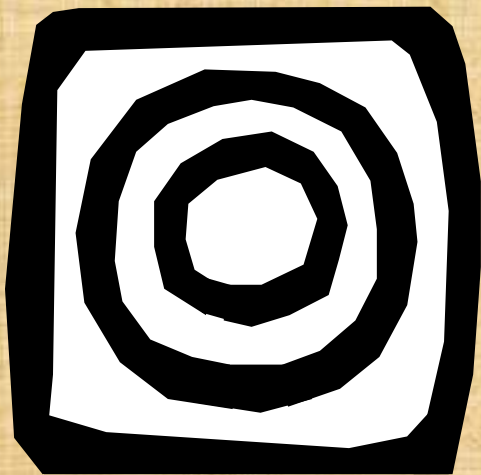
Feedback and communication in all directions should be the norm



Communication is key and fundamental, to creating a focused and purposeful environment.

Consider concentric circles:

- A strong organization with good communications and principles  
=> Delivers excellent and meaningful work.



# What you can expect from me

- A communicative and accountable management style  
That exercises responsible leadership
- One who understands the impact of being at the margin
- One who above all values people
- One who has heard your feedback and will work with you and for you

