

CEHD Mission Statement

The mission of the University of Minnesota College of Education and Human Development is to contribute to a just and sustainable future through engagement with the local and global communities to enhance human learning and development at all stages of the life span.

CEHD Student Services Mission Statement (what we do)

Student Services supports the mission of CEHD by facilitating access, admission, retention, graduation, and development of a diverse population of lifelong learners. We proactively affirm students' individual life experiences in order to meet student needs. We create a vibrant community that values a culture of respect and encourages engagement.

CEHD Student Services Vision Statement (what we aspire to do)

Because education is a socially just right, CEHD Student Services strategically works to be conscious of and attentive to the systems of power, privilege, and oppression that impact our students. We strive to identify and reduce barriers to educational access and degree attainment by integrating a lens of equity and social justice into our daily work through our thinking, advocacy, policies, and practices. Through this work and collaborative partnerships and alliances, we aim to increase retention to degree rates, especially for underrepresented students in order to reach parity.

Diversity and Inclusion Statement

Student Services staff align with the following diversity and inclusion statement that was adopted by the college in 2017.**

- *We affirm the contributions of all people in our community. Diversity and equity are at the core of our mission in the College of Education and Human Development.*
- *We explicitly reject bias, discrimination, and exclusion on the basis of race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.*
- *We all are responsible for recognizing, confronting, and addressing bias and discrimination and diligently working for positive change in support of equity and diversity.*

***This statement was originally created and approved by CEHD Directors of Graduate Studies.*

CEHD Student Services Values

We recognize that leadership occurs throughout an organization and thus invite active leadership from our staff, including our student staff. All organizational decisions and actions are driven by the values we have expressed here.

Reflect & Respond to Change

We recognize the need for responding to the changing needs of our students, our college and our University. Our unit emphasizes development for itself and all of our staff related to our values and our work.

Welcoming Climate

We are committed to providing a welcoming environment which is accessible, inclusive, and respectful for all members of our communities. We treat our students and each other with trust and respect. As noted in our diversity statement, we advocate for diversity in our student recruitment, staffing, programming, and service model.

Alliance Building

To provide equitable and transformative service to students, at all levels of our work, we create active partnerships within our department and college, and with the University community, including students, staff, faculty and administrators. We share responsibility for University and college goals related to student success (admission, retention, development, graduation). We recognize that this work requires courage, direct communication, and the need to embrace discomfort as a way to move forward.

Student Learning and Development

We believe that services need to be holistic, responsive and focused in ways that respect and nurture students' academic aspirations and support their academic, personal, and career development throughout their college and University experiences.

Engagement and Service

We encourage our staff and students to engage and contribute to unit, college, campus, local, and global communities in order to grow as individuals and as citizens, to contribute to a more equitable and just world, and to serve the mission of the college and University.

Communication

Communication is intentional, continuous, clear, open, and honest at all levels in all working relationships. We share information and ask questions in order to improve service, while respecting confidentiality. We communicate clear roles and expectations to our students and staff.

Staff Development

The department supports opportunities for all staff to deepen knowledge and skills, as we believe that growth is critical to providing exemplary service and contributing to all the fields represented within Student Services. We share knowledge, welcome and encourage training and cross-training, and recognize the skills, abilities, and growth of our team members. We respect and respond to individual staff members' circumstances in setting goals and striving for a healthy work-life balance.