

**Student Affairs Unit Review  
General Charge Statement  
2003  
(Revised 2012)**

The Student Affairs organization has a responsibility to the educational mission of Oregon State University and its stakeholders to assure that our programs and services function at a level that bring educational value and produce positive educational outcomes. In this regard, we will periodically review Student Affairs units and evaluate the outcomes they produce, the activities in which they are involved, the quality of their performance, and their level of connection to the Oregon State University and Division of Student Affairs missions.

As part of our on-going assessment of organizations we will charge a group with responsibility to conduct a review of individual units. The review should represent a thorough and comprehensive examination of the unit. The results of the review will serve as a basis for making decisions about organizational structure and future priorities, direction and investments. The goal of the review is to enhance the value that the unit brings to Oregon State University and its student community.

The review team is charged with examining and offering perspectives on: the clarity of the unit's mission and its performance relative to that mission; the effectiveness of the unit at developing relationships with other campus stakeholders to produce educational outcomes and achieve strategic goals; the unit's organizational practices and the relevance/appropriateness of those practices to student needs, stakeholder expectations; degree to which the unit achieves educational outcomes; and the organizational structure of the unit and the appropriateness of that structure to producing the outcomes for which the unit is accountable.

In addition the review should answer these specific questions:

1. What are the essential functions of the unit? As described by those in the unit?  
As described by others (stakeholders) outside the unit? (please list stakeholders and the functions they most value for the unit)
2. How well is the unit performing relative to the identified essential functions? How do they know? What measures are utilized?
3. What "best practices"/"promising practices" is the unit currently employing?
4. In what areas should the unit make a more concerted effort to pursue and implement "best practices"/"promising practices"
5. What are the dominant strategic initiatives of the unit? How well along is the unit's performance relative to those initiatives?

6. What aspects of the unit's culture and organization performance are essential to maintain?
7. What aspects of the unit's culture and performance as an organization are most in need attention, change, or further development?
8. What possible organizational structure would serve the unit well?
9. To what degree is the unit aligned with the missions of Student Affairs and Oregon State University?
10. To what degree does the unit have facilities and resources to support the achievement of its mission and strategic initiatives?
11. What issue, if discussed, explored and addressed, could make a real difference in how the unit performs and contributes the mission of Oregon State University and the Division of Student Affairs?