

2015-2016 Assessment Final Report

Department: [KU Memorial Union]

KU Memorial Union Student Leaders Outcomes Project

Introduction

Assessment Project Description

The Union Programs Student Leader Learning Outcomes Project provided a universal method and tool for staff to use with student leaders in student organizations, programs, or activities to help in the assessment and documentation of enhanced learning in relation to the students' leadership experiences.

Student leaders in SUA and KJHK were assessed on their knowledge of the six stated learning outcomes for the Union Programs Office.

Service/Program Student Learning Outcome(s)

Leadership Development

- Students who provide, utilize or interact with services and programs provided by KU Memorial Unions will be able to develop leadership skills (such as community building, goal setting and pursuit, and decision-making) that allow them to effectively guide others in pursuit of common goals.

Event Management

- Students who provide, utilize or interact with services and programs provided by KU Memorial Unions will be able to develop event management skills (such as time management, budgeting, and risk management strategies) that can be applied at KU and beyond.

Intrapersonal Development

- Students who provide, utilize or interact with services and programs provided by KU Memorial Unions will be able to develop personal life skills that will enable them to hold a realistic self-view, demonstrate personal responsibility and accountability, and seek emotional balance.

Interpersonal Relationships

- Students who provide, utilize or interact with services and programs provided by KU Memorial Unions will be able to develop interpersonal skills that will enable them to form meaningful and healthy relationships and communicate effectively with others.

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Social Justice, Multiculturalism, & Civic Engagement

- Students who provide, utilize or interact with services and programs provided by KU Memorial Unions will be able to demonstrate their commitment to creating safe, equitable, and inclusive communities at KU and beyond.

Intellectual Growth & Thinking

- Students who provide, utilize or interact with services and programs provided by KU Memorial Unions will be able to develop critical thinking and problem-solving skills that will enable them to apply and connect acquired knowledge.

Population/Sample:

32 student leaders from SUA and KJHK participated in the learning outcomes project.

Assessment Method(s):

Pre/Post Self-Assessment along with a monthly focus on individual learning outcomes.

Timeline/frequency:

Timeline varies per student organization

Pre Self-Assessment: As student leaders enter their new positions, each leader were administered the pre self-assessment.

Monthly focus on individual learning outcomes: For SUA & KJHK leaders only--

Monthly: 1 learning outcome was a focus for the student leaders. Student leaders completed a self-evaluation on the individual learning outcome. The Advisor completed a rubric on the individual learning outcome for the student. Together at a weekly meeting they discussed progress on the learning outcome.

Post Self-Assessment: As student leaders exited their positions, each leader completed a post self-assessment.

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Summary of Key Findings/Results

SUA Student Learning Outcomes

The following tables present results for SUA and KJHK student leaders. As displayed, there were no significant differences for SUA student leaders. SUA Leaders participation in a half versus full year leadership experience offers one possible explanation for the lack of significance. In contrast, KJHK student leaders experienced significant increases on each learning outcome.

SUA Student Learning Outcomes

	Pre-Test	Post-Test
(n =18)		
Event Management	3.83	3.99
Interpersonal Development (Group Dynamics)	4.12	4.06
Leadership	3.82	3.96
Social Justice	4.26	4.19
Intrapersonal Development (Self-Maintenance)	4.12	4.06
Intellectual Growth and Thinking	4.35	4.24

KJHK Student Learning Outcomes

	Pre-Test	Post-Test
(n =14)		
Event Management	4.02	4.28*
Interpersonal Development (Group Dynamics)	4.09	4.32*
Leadership	3.89	4.24*
Social Justice	4.23	4.49*
Intrapersonal Development (Self-Maintenance)	4.03	4.41*
Intellectual Growth and Thinking	4.09	4.57*

* - significant at $p < 0.05$

Conclusions

Impact of Assessment

The assessment results are used in daily contact and advisement of the student leaders and their growth and leadership development. The assessment results aid in the improvement of the events/programs offered by the student organizations.



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Additionally, the assessment results are used to inform advisors and leaders in setting direction for training sessions with leaders.

Lessons Learned

Next year better advisor coordination needs to happen to insure that the Big Event students are participating in the learning outcomes project as they were missed this past year. For SUA changing when student leaders take their learning outcomes pre-assessment is important for more student leader understanding and potential statistical significance. Instead of having SUA student leaders take the pre-assessment at the conclusion of the initial first training session, SUA leaders will take their pre-assessment at a weekly one-on-one meeting with their advisor. This will allow the advisor to discuss the meaning of the learning outcomes and provide the student a more personal opportunity for questions or concerns.