



# 2017 -2018 Student Affairs Assessment Plan

Department: KU Memorial Union

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## **KJHK Student Leaders Learning Outcomes Assessment**

### **Division Mission**

To engage the KU community in services and programs that make learning possible.

### **Department Mission**

The Unions serve as the campus community center providing critical retail services and co-curricular learning opportunities, vibrant programs, and events that contribute to KU traditions. Ultimately, the Unions efforts contribute to student learning, recruitment, and retention in a context of community exchange.

### **Department Student Learning Outcomes**

#### **Leadership Development:**

Students who provide, utilize or interact with services and programs provided by KU Memorial Union will obtain the skills, knowledge & behaviors necessary to develop teams that fulfill the mission and goals of the organization.

#### **Practical Competence:**

Students who provide, utilize or interact with services and programs provided by KU Memorial Union will obtain the skills knowledge & behaviors necessary to complete the job. The acquisition of skills that are transferable to real-life scenarios.

#### **Intrapersonal Development:**

Students who provide, utilize or interact with services and programs provided by KU Memorial Union will obtain skills, knowledge, & behaviors necessary to develop a realistic self-appraisal & positive sense of self.

#### **Interpersonal Development:**

Students who provide, utilize or interact with services and programs provided by KU Memorial Union will obtain skills, knowledge, & behaviors necessary to foster effective relationships.

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### **Inclusion, Social Justice & Civic Engagement:**

Students who provide, utilize or interact with services and programs provided by KU Memorial Union will obtain skills, knowledge, & behaviors necessary to understand, appreciate, & interact with a diverse and interdependent world.

**Learning & Critical Thinking:** Students who provide, utilize or interact with services and programs provided by KU Memorial Union will obtain the skills, knowledge & behaviors necessary to synthesize knowledge from a variety of sources and make informed decisions.

### **Description of Service/Program**

The Union Program's Office is a campus-wide clearinghouse for activities in and around the KU Memorial Unions. Students are the motivating force behind Union Programs. The office provides advising and operational support to several student-led organizations.

- KJHK 90.7 FM--As the University of Kansas' student run radio station, KJHK provides KU students with a unique and personal student development experience centered in the communication of culture. The station cultivates a sense of community and belonging on the KU campus. Through the KJHK experience, KU students learn leadership and relational skills that serve them for a lifetime.
  - 16 students leaders, about 150 volunteers

### **Service/Program Student Learning Outcome(s)**

#### **Leadership Development**

- Students who provide, utilize or interact with services and programs provided by KU Memorial Union 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 Union 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.

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### **Intrapersonal Development**

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

### **Social Justice, Multiculturalism, & Civic Engagement**

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

### **Divisional Student Learning Outcomes:** *Check all that apply*

- Knowledge Acquisition
- Cognitive Complexity
- Intrapersonal Development
- Interpersonal Competence
- Humanitarianism & Civic Engagement
- Practical Competence

### **Project Specifics**

#### **Project Title:**

KJHK Student Leaders Learning Outcomes Project

#### **Purpose of the project:**

The Union Programs Student Leader Learning Outcomes Project (of which KJHK's Student Leaders Learning Outcomes Assessment is a part of) provides a universal method and tool for staff to use with student leaders in student organizations,

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programs, or activities to help in the assessment and documentation of enhanced learning in relation to the students' leadership experiences.

Student leaders in KJHK will be assessed on their knowledge of the six stated learning outcomes for the Union Programs Office. Relevant experiences encountered during each leader's time in their position are reflected back on the topics and themes of these learning outcomes, and part of KJHK student leaders' ongoing leadership experience entails reflecting on and being able to speak to their knowledge of both the outcomes and associated skills/abilities emphasized therein.

Running a 24-7/365 FCC-licensed radio program that serves both the KU and Lawrence communities requires a high degree of organization, teamwork, self-awareness, community-minded social responsibility, personal intellect, and ethical decision making. The leadership experience at KJHK and its associated learning outcomes are designed to allow for KJHK student leaders to actively engage in these practices while reflecting on their short-term and long-term personal progression in these learning outcomes areas.

The yearlong cyclical project allows students to quantify their various skill sets through a pre-test self-evaluation, to explore and dig deeper into individual learning outcomes and associated skills on a monthly basis and reassess each of those, and end their yearlong term with a post-test self-evaluation to attempt to quantifiably compare their progress over the span of a year in office.

### **Assessment method(s):**

Pre/Post Self-Assessment (Pre: August/Post:April) with additional Self-Assessment and Advisor-facilitated reviews of individual learning outcome on a monthly basis.

Student leaders are asked to self-assess via questionnaire at the beginning of their terms in August. The questionnaire drills down detailed capabilities and skills that student self-assess and report on. Then, a monthly focus on an individual learning outcome takes place, including discussions and activities surrounding the learning outcome. At the end of the month the student leader takes a self-evaluation and the KJHK advisor completes a rubric on the student's progress concerning the individual

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learning outcome. The advisor and leader discuss the evaluation and rubric at a weekly one-on-one meeting. At the end of the academic year and the student leaders' respective term, students once again self-assess by answering the same initial questionnaire issued that previous August.

**Staff contact(s):**

JJ O'Toole-Curran: jjotoole@ku.edu

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**Timeline/frequency:**

August-April project span, monthly themed learning outcomes and review.

***Monthly focus on individual learning outcomes:*** For leaders only--

Monthly: 1 learning outcome is a focus for the student leaders. Student leaders will take a self-evaluation on the individual learning outcome. The Advisor will complete a rubric on the individual learning outcome for the student. Together at a weekly meeting they will discuss progress on the learning outcome.

Post Self-Assessment: As student leaders exit their positions, each leader will complete a post self-assessment.

**Population/Sample:**

16 KJHK student leaders

**Special challenges to this assessment:**

Focus on monthly learning outcome with each student leader can be time consuming for staff advisor who is already strapped with day to day event management.

Finding more uses of the monthly learning outcomes student evaluation and advisor rubric past the weekly advisor meeting.

**Use to inform current practice:**

The assessment results will be used in our daily contact and advisement of the student leaders, particularly how to adjust tactics to produce better student learning of the



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skills/outcomes in question. By this token, the assessment results aid in the ongoing improvement of the programs offered by the students leading these organizations.

By promoting improvement of these skills/outcomes through the KJHK experience, student learning is improved, student leadership is strengthened, and the program itself becomes a stronger vehicle for student success.

The assessment results are also used to inform advisors and leaders in setting direction for future training sessions with student leaders.

### **Plans for reporting results:**

Share results with Student Affairs to be reported in Annual Report.

Share results with KUMU Corporation board members, KUMU Management Team, Union Programs Professional Staff and Students.

Published on Union website

**CampusLabs Used:**  Yes  No