



2017 -2018 Student Affairs Assessment Plan

Department: KU Memorial Union

SUA 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.

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.

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.

- Student Union Activities, the Union's student programming board, seeks to enrich the college experience by providing diverse, interactive, and educational programming and leadership opportunities for the KU community. SUA strives to uphold its mission through every event it brings to the KU campus.
 - 22 student leaders, about 80 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.

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

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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:

SUA Student Leaders Learning Outcomes Project

Purpose of the project:

The Union Programs Student Leader Learning Outcomes Project (of which SUA'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, programs, or activities to help in the assessment and documentation of enhanced learning in relation to the students' leadership experiences.



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Student leaders in SUA 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 SUA 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.

The learning outcomes are spread across the year-long leadership term. 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. At the start of each learning outcome set, the leaders complete a worksheet evaluating themselves on that specific outcome. Monthly activities on each learning outcome topic are presented to the student leaders in the next two weeks. These include reflection papers, worksheets, group activities, and more. After each activity advisors follow up with the leaders individually to discuss the learning outcome and the student's own personal reflections, having them again complete the same worksheet to reflect further. 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):

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Timeline/frequency:

January-November, 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 at the beginning of the month. The Advisor will complete a rubric on the individual learning outcome for the student and the student will complete the same worksheet again to see if they feel a change has occurred. 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:

22 SUA 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 worksheets, activities, or discussions that can be universally executed across the group of leaders that also allows for growth in both returning and new leaders. As well as the time needed to execute each.

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 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.



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By promoting improvement of these skills/outcomes through the SUA 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