

# 2017-2018 Assessment Final Report

Department: KU Memorial Union

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## Student Union Activities Student Leaders Learning Outcomes Project

### Introduction

#### Assessment Project Description

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

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

Students participating in Student Union Activities, KJHK, and The Big Event will be able to...

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

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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 Unions will be able to demonstrate their commitment to creating safe, equitable, and inclusive communities and 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:**

21 Student Union Activities (SUA) student leaders

**Assessment Method(s):**

Pre/Post Self-Assessment.

Additionally, a monthly focus on an individual learning outcome that includes discussions and activities surrounding the learning outcome. At the end of the month the student leader takes a self-evaluation and the SUA advisor completes a rubric on the student's progress concerning the individual learning outcome. The advisor and leader discuss the evaluation and rubric at a weekly one-on-one meeting.

**Summary of Key Findings/Results**

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Although advisors are seeing positive results as far as structured developmental conversations with leaders, no significant change is being recorded.

<b>(n =21)</b>		
Social Justice	4.10	4.17
Leadership	3.77	3.93
Intrapersonal Development	4.03	3.99
Intellectual Growth & Thinking	3.90	4.17
Interpersonal Development	4.13	4.05
Event Management	3.78	3.86

### Conclusions

#### Impact of Assessment

The results of the assessment have helped us conclude that the current approach to learning outcomes has run its course with leaders and an entirely new system needs to be implemented. Many activities were happening late in the evening due to availabilities, advisors were relying on their own individual resources, and during heavily busy times, learning outcomes were not being discussed as diligently. Further, we are now have a make up of leadership that includes brand new leaders as well as third term leaders. This means that one activity is not working for the group as a whole.

We have done significant research on new ways to revamp our learning outcomes including updating our research on what other schools are doing. Our research showed a few successful programs that have a tiered response so that new students are completing a different set of activities than returners.

As such, the process for learning outcomes for all Union Programs groups is being restructured for next year. Students will be in a weekly or bi-weekly structured training class during day-time hours, with a curriculum designed to go over learning outcomes in a more uniform format with individual conversations for follow up. This allows each staff member to take a module and better schedule out time to work on the learning



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outcomes. While planning this new approach, we are also working to implement a tiered approach to account for years of leadership.

## **Lessons Learned**

Our current system is not making a statistical impact. A more structured approach that is not dependent on availabilities, individual advisor resources, and evening trainings is necessary moving forward.