OUTCOME
Fellows will develop diverse skills related to culture, engaged citizenship, and identity development related to power and privilege.

OUTCOME SUPPORTS
☒ University: Goal 2
☒ Division: Goal 2
☐ Department:
☒ Other: ULG 6

OUTCOME TYPE
☐ Performance Outcome
☒ Student Learning Outcome

ASSESSMENT APPROACH
☐ Direct assessment
☒ Indirect assessment

DATA COLLECTION METHODS
• Pre and post, Surveys

METHODS AND MEASURES
The NASPA Undergraduate Fellows Program aims to provide support through mentorship and resources for underrepresented students looking for a career in higher education. At CSUF, the number of fellows varies each year. Each fellow receives a mentor and is expected to participate in various professional, personal, and academic development opportunities.

NUFP focuses on developing fellows’ skills related to diversity, specifically cultural competency, engaged citizenship, and identity development skills. A self-assessment will be used to track fellows’ confidence and growth in the skills mentioned above. A pre-, mid-year, and post- survey will be used. Monthly cohort workshops will be conducted as well as a summer and winter retreat focused on these topics mentioned above. Survey will be administered after every event and will also be used to gather students understanding of issues related to diversity.

CRITERIA OF SUCCESS
• 80% of fellows will understand what engaged citizenship and service is.
• 80% of fellows will strongly agree to understanding their privilege.
• 80% of fellows will increase their understanding of the multiple relationships to power and privilege.

DATA COLLECTION AND ANALYSIS
The following surveys were distributed throughout the academic year to all 7 NUFPs:
• NUFP Pre-Survey
• NUFP Mid-Year Survey
• NUFP Post-Survey

The pre-, mid-, and post- survey revealed an overall increase in student’s awareness and understanding of engaged citizenship and service as well as their understanding of multiple relationships to power and privilege. Two out of the three criteria for success were met. Unfortunately, data was not collected for the second criteria, however, workshops on this topic were provided to students. The post-survey data revealed the following.
• 100% of fellows strongly agreed or agreed that they were aware of and understand what engaged citizenship and service is.
• 100% of fellows strongly agreed or agreed that they understand multiple relationships to power and privilege.

**IMPROVEMENT ACTIONS**
For the following year, the NUFP program personnel plans on using similar programming for its next cohort to continue to meet its goals in this learning outcome. A plan will be developed for next year’s workshops and retreats. NUFP will continue to support its fellows by providing opportunities to attend workshops, conferences and additional resources. NUFP plans to review the criteria of success and the assessment tools in order to ensure that all needed data is captured. Another opportunity for improvement is in the collection of direct data through self reflections, development frameworks, etc.