OUTCOME
Fellows will develop professional skills related to ethics, networking, and goal-setting.

OUTCOME SUPPORTS
- University: Goal 2
- Division: Goal 2
- Department:
- Other:

OUTCOME TYPE
- Performance Outcome
- Student Learning Outcome

ASSESSMENT APPROACH
- Direct assessment
- Indirect assessment

DATA COLLECTION METHODS
- Pre, mid, and post- self-assessment survey

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’ professional skills, specifically skills around ethical decision making, networking, and goal-setting. A pre, mid, and post self-assessment will be used to track fellows’ confidence and growth in the academic skills mentioned above. Monthly meetings and workshops will be conducted with topics such as ethics, networking, etc.

CRITERIA OF SUCCESS
- 80% of fellows’ confidence in their ethical decision making skills will increase.
- 80% of fellows’ confidence in their professional networking skills will increase.
- 80% of fellows will identify personal, academic, and career goals.

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 students became more confident in their ethical, professional networking, and goal setting skills throughout the academic year. All three criteria for success were met with 100% of the fellows either strongly agreeing or agreeing, according to the post survey data.

- 100% of fellows strongly agreed that they were confident in their ability to make ethical decisions.
- 100% of fellows strongly agreed or agreed that they were confident in their professional networking skills.
- 100% of fellows strongly agreed or agreed that they were confident in their ability to develop personal, academic, and career goals.

**IMPROVEMENT ACTIONS**

For the upcoming 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 in late summer upon the arrival of new staff. NUFP will continue to support its fellows by providing opportunities to attend workshops, conferences and additional resources. NUFP plans to explore ways to collect direct data.