OUTCOME
Students will develop leadership skills related to their involvement within their organization.

OUTCOME SUPPORTS
☑️ University: Goal 1
☑️ Division: Goal 1
☐ Department:
☑️ Other: ULG 6

OUTCOME TYPE
☑️ Performance Outcome
☒ Student Learning Outcome
□ Direct assessment
☒ Indirect assessment

ASSESSMENT APPROACH

DATA COLLECTION METHODS
- Surveys, self-assessment, pre-and post reflection, rubric

METHODS AND MEASURES
Student Life and Leadership (SLL) is committed to the development of leadership skills and the development of leaders. SLL provides many opportunities for skill development and will use various ways to capture students’ development of those skills. SLL will conduct surveys in programs and services offered to students engaged in SLL development opportunities. The surveys will measure if students feel supported in their leadership development and if students gained leadership skills. For the 17-18 academic year, SLL will use a survey to collect data from Discoverfest and from the Nu Mu Member Education Program. Incentives will be utilized for some surveys to encourage responses.

SLL will also utilize a pre-and post reflection form and rubric to track student leaders’ development. Data will be gathered from student leaders involved in specific leadership experiences. For the 17-18 academic year, data will be collected from the CSLP Project Directors.

CRITERIA OF SUCCESS
- 75% of students gained leadership skills that will assist them in the involvement within their organization.

DATA COLLECTION AND ANALYSIS
Various tools were used to collect both indirect and direct data on students’ leadership development. Below is the information for each assessment:

Discoverfest is a campus-wide event that provides students the opportunity to find organizations they may want to engage with during their time at CSUF. Discoverfest occurs both in the fall and spring, and surveys are sent out to both the students participating in the event and those attending the event. Participants are registered and attendees are asked to swipe in at the event. After the event, students receive an email with the survey link and information on an opportunity drawing as an incentive to complete the survey. A survey was distributed in the fall and spring, however information regarding leadership development was only collected in the fall survey. The fall 2017 survey had a response rate of 29.43% (560 respondents). Of those, 109 students were registered with an organization and would be participating in Discoverfest on behalf of their organization. 89.9% (98 out of 109 respondents) agreed to having gained leadership skills as a
result of tabling for their organization in Discoverfest. Below is the breakdown of leadership skills that respondents agreed to have gained:

- 65.66% (65 out of 98) agreed to have gained advertising/marketing skills.
- 61.62% (61 out of 98) agreed to have gained skills around building connections.
- 75.76% (75 out of 98) agreed to have gained networking skills.
- 60.61% (60 out of 98) agreed to have gained public speaking skills.
- 80.81% (80 out of 98) agreed to have gained recruitment skills.

The Nu Mu Member Education program is held every semester for incoming fraternity and sorority life members. The program partners with campus departments to sponsor workshops on various topics, such as Cultural Sensitivity, Legal and Responsible Management of Alcohol, Bystander Intervention, Anti-Hazing, University Expectations, etc. The aim of Nu Mu is to familiarize students with not only recognizing behaviors within their chapters but also connecting them with appropriate campus resources so that they can become responsible and informed leaders in their organization. Data from this program was collected in the fall semester from 185 participants:

- 94.92% agreed to have gained leadership skills that will assist them in their organizations.
  - 94.56% (174 out of 185) agreed to understanding the concept of hidden harm.
  - 96.2% (177 out of 185) agreed to being aware of the consequences of hazing.
  - 94.02% (173 out of 185) agreed to knowing who to contact if a hazing incident were to occur.

Community Service and Leadership Programs (CSLP) provides various community service opportunities for students to engage in. These opportunities are coordinated by the CSLP coordinator and the student Project Directors. The self-reflection forms were administered at the beginning and end of the academic year. The CSLP coordinator also completed an observation form for each Project Director at the beginning and end of the academic year and tracked the number of activities each student lead participated in. A total of 11 students completed the self-reflection form and were assessed by the CSLP coordinator. After reviewing the data, the following was found with regards to the students’ leadership development:

- 90.9% of students (10 out of 11) demonstrated an increase in their leadership skills. The average increase per student was about 20.74%, with the highest increase observed being 28.8% and the lowest observed being a decrease of 3.08%. A reflection prompt was also used to track students’ development, for which we saw an average increase of about 9.37%.

**IMPROVEMENT ACTIONS**

Overall, the criteria of success was met and exceeded. Improvement actions are currently being developed by the new SLL team. The office SLL is going through a transition in leadership this summer, but will review the assessment reports, findings, and enhance next year’s assessment appropriately.