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
• Surveys

METHODS AND MEASURES
Diverse skills include cultural competency, engaged citizenship, and identity development skills. We will use a survey to collect data on 10 fellow’s diverse skills which will be administered in the form of a pre-, mid-year, and post- survey. Fellows will attend monthly cohort workshops as well as a summer and winter retreat focused on these topics.

CRITERIA OF SUCCESS
• 80% of fellows will increase their cultural competency skills
• 80% of fellows will increase their awareness and understanding of engaged citizenship
• 80% of fellows will understand about multiple relationships to power and privilege

DATA COLLECTION AND ANALYSIS
The following surveys were distributed throughout the academic year:
• NUFP Pre-Survey
• NUFP Mid-Year Survey
• NUFP Post-Survey
The pre-, mid-, and post- survey revealed an increase in student’s awareness and understanding of engaged citizenship and service as well as their understanding of multiple relationships to power and privilege. Criteria for success were met. *Please note the cultural competency skills criteria was not noted in the survey and data is not available; however, workshops on this topic were provided to students.
• 100% of students strongly agreed or agreed they were aware and understand engaged citizenship and service (post-survey data)
• 85.7% of fellows strongly agreed or agreed they understood multiple relationships to power and privilege (post-survey data)

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.