DEPARTMENT MISSION STATEMENT:
The Assistant Deans for Student Affairs assist students in their matriculation at the university by providing an environment conducive to academic and personal growth. The Assistant Deans serve a vital role representing the division of Student Affairs within the academic colleges. Actively working with students, faculty and staff, the Assistant Deans integrate the holistic developmental philosophy of student affairs within the academic setting and engage the entire university community in academic and co-curricular learning.

PROGRAM/SERVICE OVERVIEW:
All College InterClub Council (ICC) Leadership Development Retreat Evaluation
Executive Board members and representatives of the Board of Directors for each College were invited to attend the 2011 Leadership Development Retreat. The retreat is part of the ICC Leadership Development assessment program for student leaders. The half-day program included networking, fiscal management and leadership development training.

TYPE OF ASSESSMENT:
- [ ] External Reports
- [ ] Needs Assessment
- [x] Program Evaluation
- [ ] Student Learning Outcomes
- [ ] Student Satisfaction Assessment
- [ ] Student Success
- [ ] Utilization Data

DATA COLLECTION TIMEFRAME:
October 2011

DATA COLLECTION METHODS:
Quantitative and qualitative survey administered through Campus Labs.

LIMITATIONS:
Not all participants completed the survey (15 of 33).

PROJECT SAMPLE:
15 student leaders

SUMMARY OF RESULTS:
Overall, the students had a positive experience at the leadership retreat and expect to use what they learned at the retreat in their current ICC positions. They enjoyed the two main topics covered during the retreat (Fiscal Management and Leadership Styles) and believed those topics were relevant to their position and their personal and professional growth.
KEY FINDINGS:

- The majority of the students agreed (94%) that they will use the information gained through the retreat in their current ICC position. One student stated, “I learned many new concepts regarding budgeting. I learned about the importance of being transparent when keeping records and gathering financial documents. Also, it was my first exposure to various types of financial budgeting techniques. I will apply this knowledge to my financial role at my council.”

- The students provided all positive feedback to the workshop facilitators and the information they shared.

- All students agreed the date, time and location of the retreat was appropriate and would like to have more training relevant to their leadership positions.

- Students gave positive feedback when asked to explain how they will apply what they learned. A few comments shared included:
  “By knowing my co-workers’ leadership styles, I am able to work with them more effectively, and as a group, we can be more productive”
  “I will encourage others to strive for their best and will be open to new ideas and opinions”
  “While at times it may be difficult to step up and take charge of a group of my peers, the retreat really emphasized that I have it in me to do so.”

APPLICATIONS OF FINDINGS:

1. Several students commented on the desire to have more time for discussion and sharing since each ICC group has distinct practices. More time will be given to incorporate group discussion and sharing between each student leader.

2. Students suggested the following ideas for additional retreat topics: Goal Setting, How to Manage a Team, Team Work, Event Planning, and Advisor-ICC Relationships. These will be considered for the 2012 Leadership Retreat.

3. Explore the possibility of using real ICC examples for the Fiscal Management workshop.