

Assessment Cycle 2019-2020

Fraternal Leadership & Civic Engagement

Division: Student Experience

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Northwestern Mission. Northwestern State University is a responsive, student-oriented institution that is committed to the creation, dissemination, and acquisition of knowledge through teaching, research, and service. The University maintains as its highest priority excellence in teaching in graduate and undergraduate programs. Northwestern State University prepares its Students to become productive members of society and promotes economic development and improvements in the quality of life of the citizens in its region.

The Student Experience Mission Statement. The Student Experience provides the University community with programs and services to support the academic mission of creating, disseminating and acquiring knowledge through teaching, research and service while empowering a diverse student population to achieve their highest educational potential. The Student Experience creates a stimulating and inclusive educational environment that is conducive to holistic personal growth. The commitment to students initiates prior to entrance, sustains throughout the college experience and continues beyond graduation. Enrollment Services provides equal access for education to potential students throughout the state and region and promotes economic stability and financial access to citizens. Student Affairs enhances student development and broadens intellectual, social, cultural, ethical and occupational growth. The Student Experience works closely with faculty, staff, students, and the community to ensure graduates have the capability to promote economic development and improvements in the region.

Student Affairs Mission. The Division of Student Affairs prepares students to be productive members of society and to improve the quality of life of students. Student Affairs provides support services in career development and placement, advocacy and accountability, academic support, mental and physical health, disability accommodations, student activities and organizations, student union life, and opportunities in leadership, community service, and programs for new students. Through hands on involvement in programs and services, Student Affairs promotes personal development in a student-centered environment, which delivers innovative practices in an environment of respect. Student Affairs encourages integrity, diversity and collaboration with all members of the university community

Fraternal Leadership & Civic Engagement Mission. The Office of Fraternal Leadership & Civic Engagement works with the students in the Northwestern State

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University fraternity and sorority community and the members of the Student Government Association in order to provide an outlet for self-governance, student voice, and to prepare students to be engaged citizens through leadership development, civic engagement programs, advocacy & accountability, and service opportunities.

Methodology: The assessment process includes:

- (1) The assessment process for Fraternal Leadership & Civic Engagement Mission will be evaluated through multiple direct and indirect assessment tools;
- (2) The Director will analyze the data to determine whether the applicable outcomes are met and report to the Director of Student Affairs;
- (3) Results from the assessment will be discussed with the appropriate students and constituent groups;
- (4) Individual meetings will be held with students and constituent groups as required;
- (5) The executive director, in collaboration with the area directors, will determine proposed changes to measurable outcomes, assessment tools for the next assessment period and, where needed, service changes.

Fraternal Leadership & Civic Engagement

Service Outcomes:

SO 1. Build campus community by providing opportunities for student to learn and practice leadership and social & civic responsibility.

Measure 1.1. Develop a sense of campus community among students that fosters civic competency through Student Government Association programs. Internal assessment using portions of the US Citizenship Test and key components of university resources is completed at the beginning and the end of the year for the Northwestern State University Student Government Association members. Success through this initiative is defined by the quantitative results of the pre and posttest instrument distributed to the students involved with the Student Government Association. Goal will be for students to score at least 80% on posttest.

Finding. Target was met.

Analysis. The target was met for AY 2018-2019. The scores were 77.3% for the pre-test and 84.6% for the post-test. There was also a demonstrated increase in the pre-test scores from AY 2017-2018 being 55.6% compared to 77.3%

Members of the Student Government Association have demonstrated an increased capacity for competent engagement in local, state, and national government. Members

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demonstrated an increase in knowledge of basic functions of government and applied that new knowledge in their experience as representatives on the university student government association, particularly in addressing the needs of their respective constituencies (i.e. student concerns, drafting of legislation, debate, and implementation of programs and initiatives.)

These findings demonstrated that membership in student government can positively affect the development of civic competencies in students who participate in executive leadership. There is a continued need to explore if programs provided by the SGA have an impact on the civic competency of the students who participate in such programs.

Based on the analysis of AY 2018-2019 results we conducted a civic assessment of the SGA members with a pre and post-test at the beginning of the fall 2019 semester and the end of the 2020 spring semester, respectively. Additional areas of focus were to incorporate additional civic educational components into the student experience such as meeting with state officials, visits to the State Capitol, and other sites focused on learning more about local, state, federal, and international government.

As a result, the target was met for AY 2019-2020. The scores were 83.03% for the pre-test and 90.07% for the post-test. These findings demonstrate that membership in student government can positively affect the development of civic competencies in students who participate in the program. There is also an increase in scores from AY 2018-2019.

Decision. The target was met for AY 2019-2020. The scores were 83.03% for the pre-test and 90.07% for the post-test. There was also a demonstrated increase in the pre-test scores from AY 2018-2019. The scores were 77.3% for the pre-test and 84.6% for the post-test

Based on the analysis of this year's results we will conduct a civic assessment of the SGA members with a pre and post-test at the beginning of the fall 2020 semester and end of the 2021 spring semester, respectively based on the US Naturalization Test. Additional areas of focus will be to incorporate additional civic educational components into their experience such as meeting with state officials, visits to the State Capitol, and other sites focused on learning more about local, state, federal, and international government. The SGA will also look to assess the experience of members to look at their satisfaction with the program and their perceptions of shared governance at NSU.

This assessment plan will measure the level of civic knowledge and engagement of students participating in the Student Government Association based on programs and experiences offered to members as well as the sense of shared governance at the university.

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Comprehensive Summary of Key evidence of improvement based on the analysis of results. The SGA placed even greater influence on educating members on local, state, and national government and civic issues by hosting various events and programs on campus and speakers at SGA meetings. We continue to see an increase in the score of both the pre-test and the post-test show each academic year.

Plan of action moving forward.

- The SGA will incorporate civic education into leadership retreats, speakers, and programs.
- A goal of the SGA is to expand its civic engagement programs beyond the SGA members and to the larger student body.
- The SGA will look for ways to better engage students to participate in voter registrations, service opportunities, interactions with elected officials, capitol visits etc.
- The civic assessment based on the US Naturalization Test will be used.
- The SGA will look to assess the experience of members to look at their satisfaction with the program and their perceptions of shared governance at NSU.

Measure 1.2. Educate students as it relates to health and safety management through risk management initiatives. Offering educational sessions regarding risk management and assessing the knowledge gained by providing an end of the academic year assessment. Success through this initiative is defined by the quantitative results of the instrument distributed to NSU students each academic year. Goal will be for students to score at least 80% strongly agree + agree on each item of the assessment.

Finding. Target was not met.

Analysis. For AY 2018-2019 the target was met. For the 2018-2019 academic year, each Greek social organization and governing council executive member underwent training, education, and assessment by the Director of Greek Life and national consultant and presenter on risk management at Leadership NSU.

The risk management training and assessment focused on achieving a better understanding of the framework of stages of change, harm reduction, and brain development, as well as compliance with and understanding of the new University Risk Management Guidelines which were developed with the assistance of Dr. Lori Hart, a leading national expert on college student risk management and prevention.

Upon the recommendation of Dr. Lori Hart, the assessment was changed from a pre and posttest based on the retention of rules to an assessment based on students' understanding of health and safety related to risk management. The score for the risk management assessment for 2018- 2019 was at least 80% on each item. Goals for the risk management training are to develop a common understanding of the University Risk Management Policy around alcohol and drugs for participants. Ultimately, participants

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should learn how to create safe events in compliance with the policy through event planning and prevention resources. The individual item results for the assessment are:

1. Feel prepared to host an event in compliance with risk management policies
68.4% strongly agree, 31.5% agree.
2. Have a better understanding of what is expected of my organization when hosting a social event
78.9% strongly agree, 21% agree
3. Know what is permitted when posting or sharing PR about a social event
78.9% strongly agree, 21% agree
4. Am able to train members of my organization on risk management guidelines
78.9% strongly agree, 21% agree
5. Understand how to properly utilize a guest list for a social event
78.9% strongly agree, 10.5% agree, 10.5% somewhat agree
6. Am able to effectively host a BYOB event in compliance with risk management policies
63% strongly agree, 31.5% agree, 0.05% somewhat agree
7. Better understand the risks associated with drinking games
84.2% strongly agree, 10.5% agree, 0.05% somewhat agree
8. Can plan recruitment events without alcohol
89.4% strongly agree, 10.5% agree
9. Am aware of resources available to my organization to help plan safer social events
78.9% strongly agree, 21% agree
10. Have a better understanding of what constitutes an event
78.9% strongly agree, 15.7% agree, 0.05% somewhat
11. Can effectively implement a sober monitor program
63.1% strongly agree, 31.5% agree, 0.05% somewhat
12. Feel educated on the topic of social event planning and risk management
84.2% strongly agree, 15.7% agree
13. Understand how to secure a licensed and insured third party vendor for an event
77.7% strongly agree, 16.6% agree, 0.05% somewhat agree

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14. Know what to do if there is an emergency at a social event

83.3% strongly agree, 0.05% agree, 11.1% somewhat agree

15. Understand the need for risk management policies for social events

88.8% strongly agree, 11.1% agree

Those attending, in fact demonstrated an increased capacity for learning to plan safe events in compliance with the Risk Management Guidelines as well as demonstrating a willingness to engage with University administrators in order to mitigate risky and harmful behaviors in their student organizations.

As a result, in AC 2019-2020 the target was not met. For the 2019-2020 academic year, each Greek social organization and governing council executive member underwent training, education, and assessment by the Director of Greek Life and national consultant and presenter on risk management at Leadership NSU.

The risk management training and assessment focused on achieving a better understanding of the framework of stages of change, harm reduction, and brain development, as well as compliance with and understanding of the new University Risk Management Guidelines which were developed with the assistance of Dr. Lori Hart, a leading national expert on college student risk management and prevention.

The same assessment was used as 2018-2019 based upon the recommendation of Dr. Lori Hart for 2019-2020 which measured students' understanding of health and safety related to risk management. The score for the risk management assessment for 2019-2020 did not meet at least 80% on each item. Goals for the risk management training are to develop a common understanding of the University Risk Management Policy around alcohol and drugs for participants. Ultimately, participants should learn how to create safe events in compliance with the policy through event planning and prevention resources. The individual item results for the assessment are:

16. Feel prepared to host an event in compliance with risk management policies

25% strongly agree; 60% agree; 15% somewhat agree

17. Have a better understanding of what is expected of my organization when hosting a social event

45% strongly agree; 55% agree

18. Know what is permitted when posting or sharing PR about a social event

35% strongly agree; 60% agree; 5% somewhat agree

19. Am able to train members of my organization on risk management guidelines

35% strongly agree; 35% agree; 30% somewhat agree

20. Understand how to properly utilize a guest list for a social event

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35% strongly agree; 50% agree; 15% somewhat agree

21. Am able to effectively host a BYOB event in compliance with risk management policies

20% strongly agree; 60% agree; 20% somewhat agree

22. Better understand the risks associated with drinking games

35% strongly agree; 40% agree; 25% somewhat agree

23. Can plan recruitment events without alcohol

60% strongly agree; 40% agree

24. Am aware of resources available to my organization to help plan safer social events

35% strongly agree; 50% agree; 15% somewhat agree

25. Have a better understanding of what constitutes an event

30% strongly agree, 60% agree, 5% somewhat agree; 5% disagree

26. Can effectively implement a sober monitor program

40% strongly agree; 40% agree; 20% somewhat agree

27. Feel educated on the topic of social event planning and risk management

30% strongly agree; 60% agree; 10% somewhat agree

28. Understand how to secure a licensed and insured third party vendor for an event

21% strongly agree, 53% agree, 16% somewhat agree; 11% disagree

29. Know what to do if there is an emergency at a social event

37% strongly agree, 32% agree, 32% somewhat agree

30. Understand the need for risk management policies for social events

53% strongly agree, 42% agree, 5% somewhat agree

Those receiving the training demonstrated an observed capacity for learning to plan safe events in compliance with the Risk Management Guidelines and met the targeted goal in 11 of the 15 assessment areas. 4 of the assessment areas did not meet the targeted goal of at least 80% strongly agree + agree on each item of the assessment.

Decision: Based on the analysis of AY 2019-2020 results, we will re-incorporate previous training which focused more on application of the risk management policies. There was a demonstrated decline in student understanding of risk management policies without this training aspect. We will then assess student's level of comprehension of the policies and how to implement them. The Office of Fraternal Leadership & Civic Engagement will look to assess the entire Greek community using the Fraternity and

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Sorority Experience Survey (FSES) from the Timothy J. Piazza Center for Fraternity and Sorority Research and Reform. The survey asks students what they think about their total fraternity and sorority experience. Participating institutions can use the FSES data to create chapter and council benchmarks as well as made critical decisions on where to focus programmatic and advising support to create healthier and safer chapters and communities.

These changes will improve students' ability to better understand the risk management policies and how to plan safer social events in compliance with these policies.

Comprehensive Summary of Key evidence of improvement based on the analysis of results. In AY 2018-2019 we hosted an applied risk management training in October to train students on the new university alcohol policy in addition to their training received at Leadership NSU. In AY 2019-2020, we only hosted the training at Leadership NSU which did not go into as much detail as the October 2018 training. We believe this is the cause of the decrease in “strongly agree” and “agree” responses in the assessment. While 11 of the 15 assessment areas met our target goal, 4 did not. Students demonstrated knowledge of how to host social events with alcohol in compliance with university polices just not at our targeted goals but not in a way that shows a complete lack of understanding.

Plan of action moving forward.

- The Office of Fraternal Leadership & Civic Engagement will partner with the Office of Student Activities & Organizations on providing risk management education to all student organization officers, not just fraternities & sororities.
- The Office of Fraternal Leadership & Civic Engagement will provide education and training to newly elected officers at Leadership NSU.
- The Office of Fraternal Leadership & Civic Engagement will refine the assessment process for risk management education effectiveness for AY 2019-2020 and bring back training components of AY 2018-2019.
- The Office of Fraternal Leadership & Civic Engagement will look to assess the entire Greek community using the Fraternity and Sorority Experience Survey (FSES) from the Timothy J. Piazza Center for Fraternity and Sorority Research and Reform.