

## Assessment Cycle 2021-2022

### Fraternal Leadership & Civic Engagement

**Division:** Student Experience

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**Date:** 4/14/2022

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**Date:** 5/13/2022

**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 provide equal access for education to potential students throughout the state and region and promote economic stability and financial access to citizens. Student Affairs enhances student development and broadens intellectual, social, cultural, ethical, and occupational growth. 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 University fraternity and sorority community and the members of the Student Government Association to provide an outlet for self-governance, student voice, and

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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 students 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 post-test instruments distributed to the students involved with the Student Government Association. The goal will be for students to score at least 80% on the posttest.

**Finding:** Target was met.

**Analysis.** In AC 2020-2021 the target was met.

Due to the COVID-19 pandemic and limited face-to-face interactions, we were unable to implement all the desired changes to our program, but the 2020 Election offered many opportunities for learning and hosting programs focused on civic engagement. The scores were 92.21% for the pre-test and 95.51% for the post-test. These findings demonstrate that membership in student government can positively affect the

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development of civic competencies in students who participate in the program. Members of the Student Government Association demonstrated an increased capacity for competent engagement in local, state, and national government. Members 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 (Student Government Associations) have an impact on the civic competency of the students who participate in such programs.

Based on the analysis of AC 2020-2021 results, the Director of Fraternal Leadership and Civic Engagement implemented changes for AC 2021-2022 to the SGA member experience by offering more programs, initiatives, and opportunities to learn about local, state, and national government to continue to improve the civic knowledge of senators and officers in SGA.

As a result of these changes, in AC 2021-2022 the target was met. The scores were 87.24% for the pre-test and 95.78% 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. Students who participate in the Student Government Association, either as a Senator or as a Cabinet member, are challenged with writing legislation, passing legislation, running meetings utilizing parliamentary procedure, conducting meetings with university administration, and other scenarios that increase their civic abilities as a Northwestern State student and a United States citizen.

### **Decision, action, or recommendation.**

In AC 2021-2022 the target was met.

Based on the analysis of the 2021-2022 results, the Director of Fraternal Leadership & Civic Engagement will continue to make improvements to civic programming and engagement efforts for Student Government members to ensure continued meetings of the targeted outcome of the civic knowledge assessment. The SGA will incorporate civic education into leadership retreats, speakers, and programs. 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 continued to 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. The SGA will research new speakers to come and educate the Senators and the student body on the importance of civic engagement.

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**Measure 1.2.** Educate students as it relates to health and safety management through risk management initiatives. Offering educational sessions regarding risk management and hazing prevention 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 (Northwestern State University) students each academic year. The goal will be for students to score at least 80% strongly agree + agree on each item of the assessment. The assessment will be distributed at the conclusion of the risk management training held in the Spring 2022 semester.

**Finding.** Target was met.

**Analysis.** In AC 2020-2021 the target was met. Because the target was met, the Director of Greek Life continued training for student organizations that included risk management, hosting safe events, and hazing prevention training.

For the 2021-2022 academic year, each Greek social organization and governing council executive member underwent training, education, and assessment by the Director of Greek Life and Director of Student Activities throughout the Fall 2021 semester. Organizations will be required to attend risk management training during the beginning of the Spring 2022 semester. All attendees will complete a post-assessment.

The hazing prevention training focused on the laws and policies in the state of Louisiana and at Northwestern State University. It also discussed how to act if a student recognizes that hazing is occurring and how to stop hazing from occurring in organizations. The risk management training and assessment focus 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.

Based on the analysis of AC 2020-2021 results, the Director of Fraternal Leadership and Civic Engagement implemented changes for AC 2021-2022 to risk management training that included more focus on applying the policies to events planning as had been done in past assessment years. Due to COVID-19 the training also included a focus on hosting events in compliance with safety guidelines during the pandemic. The training also included how to host safe new member programs due to the heightened risks with students conducting virtual programs the past two years and are now hosting in-person new member programs.

As a result of these changes, in AC 2021-2022 the target was met. The same assessment tool was issued in AC 2020-2021 and AC 2021-2022, but the training was heavily improved between the two assessment cycles. A Title IX component, hazing training, COVID-19 guidelines, and the importance of guest lists were all added to the training to enhance the programming and understanding of risk management at social events on and off campus. Greek leaders were also trained

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by Carrie Zimmerman with Uncommon Programs on risk aversion.

Following the training, Greek students were issued an assessment with the following items:

1. Feel prepared to host an event in compliance with risk management policies  
**63.5% strongly agree, 33.8% agree, 2.7% neutral**
2. Have a better understanding of what is expected of my organization when hosting a social event  
**66.2% strongly agree, 31.1% agree, 2.7% neutral**
3. Know what is permitted when posting or sharing PR about a social event  
**67.6% strongly agree, 31.1% agree, 1.4% neutral**
4. Am able to train members of my organization on risk management guidelines  
**51.4% strongly agree, 39.2% agree, 9.5% neutral**
5. Better understand the risks associated with drinking games  
**64.9% strongly agree, 33.8% agree, 1.4% disagree**
6. Can plan recruitment events without alcohol  
**79.7% strongly agree, 18.9% agree, 1.4% neutral**
7. I am aware of resources available to my organization to help plan safer social events  
**60.8% strongly agree, 37.8% agree, 1.4% neutral**
8. Have a better understanding of what constitutes an event  
**60.8% strongly agree, 36.5% agree, 2.7% neutral**
9. Can effectively implement a sober monitor program  
**68.9% strongly agree, 29.7% agree, 1.4% disagree**
10. Feel educated on the topic of social event planning and risk management  
**59.5% strongly agree, 39.2% agree, 1.4% neutral**
11. Understand how to secure a licensed and insured third party vendor for an event  
**50% strongly agree, 37.8% agree, 10.8% neutral, 1.4% disagree**
12. Know what to do if there is an emergency at a social event  
**67.6% strongly agree, 29.7% agree, 2.7% neutral**
13. Understand the need for risk management policies for social events  
**70.3% strongly agree, 28.4% agree, 1.4% neutral**

Those attending 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 to mitigate risky and harmful behaviors in their student organizations. 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 13 of the 13 assessment areas.

### **Decision, action or recommendation.**

In AC 2021-2022, the target was met.

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Based on information gathered from the analysis of the AC 2021-2022 data, staff in the Office of Greek Life will implement the following changes in AC 2022-2023 to drive the cycle of improvement. The Director of Fraternal Leadership & Civic Engagement will continue to make improvements to risk management education and training for members of the NSU Greek Life community. One significant improvement and enhancement to the training will be to add more information about booking a licensed and insured third-party vendor, as well as tips for encouraging sober monitors and creating sober monitor programs. To ensure future growth, the staff will partner with the Office of Student Activities & Organizations on providing risk management education to all student organization officers and members and to revamp the hazing prevention training and include Title IX and Student Advocacy to educate students on power-based violence. The Office of Fraternal Leadership & Civic Engagement will mandate that sororities and fraternities that want to host social events with alcohol must have 100% participation in the risk management training. The Office of Fraternal Leadership & Civic Engagement will provide education and training to newly elected officers at a January workshop.

### **Comprehensive Summary of Key evidence of improvement based on the analysis of results.**

1.1 Implemented changes to the SGA member experience by offering more programs, initiatives, and opportunities to learn about local, state, and national government to continue to improve the civic knowledge of senators and officers in SGA. We brought in new speakers this year who focused on ideas and topics that our students have not yet heard. We believe this contributed to their post-assessment score increase. SGA also hosted events, such as Voter Registration Day, Constitution Day, and other events that increase civic engagement among the students at NSU.

1.2 Implemented changes to the risk management training that included more focus on applying the policies to events planning as had been done in past assessment years. Based on the assessment given in AC 2021-2022, students feel more prepared to host social events and are more aware of the policies and procedures than in previous assessment cycles. While the target was met in AC 2020-2021, we still worked to make improvements on the training sessions and the information that was disseminated to students and organizations leaders.

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### Plan of action moving forward.

1.1 To continue to make improvements to civic programming and engagement efforts for Student Government members to ensure continued meetings of the targeted outcome of the civic knowledge assessment.

- The SGA will incorporate civic education into leadership retreats, speakers, and programs. This includes, but is not limited to, parliamentary procedure training, how to write and pass legislation, and hosting meetings.
- The goal of the SGA is to expand its civic engagement programs beyond the SGA members and to the larger student body. This started this year; however, it will be increased within AC 2022-2023.
- 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.
- The SGA will research new speakers to come and educate the Senators and the student body on the importance of civic engagement.

1.2 Will continue to make improvements to risk management education and training for members of the NSU Greek Life community. One significant improvement and enhancement to the training will be to add more information about booking a licensed and insured third-party vendor, as well as tips for encouraging sober monitors and creating sober monitor programs.

- 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 and members and to revamp the hazing prevention training and include Title IX and Student Advocacy to educate students on power-based violence.
- The Office of Fraternal Leadership & Civic Engagement will mandate that sororities and fraternities that want to host social events with alcohol must have 100% participation in the risk management training.
- The Office of Fraternal Leadership & Civic Engagement will provide education and training to newly elected officers at a January workshop.