

## Assessment Cycle 2022-2023

### Fraternal Leadership & Civic Engagement

Division: Student Affairs

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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 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 to prepare students to be engaged citizens through leadership development, civic engagement programs, advocacy & accountability, and service opportunities.

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Methodology: The assessment process includes:

The assessment process for Fraternal Leadership & Civic Engagement Mission will be evaluated through multiple direct and indirect assessment tools.

The Director will analyze the data to determine whether the applicable outcomes are met and report to the Director of Student Affairs.

Results from the assessment will be discussed with the appropriate students and constituent groups.

Individual meetings will be held with students and constituent groups as required.

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 2021-2022 the target was met.

The Director 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. The scores were 87.24% for the pre-test and 95.78% for the post-test. These findings demonstrated that membership in student government can positively affect the development of civic competencies in students who participate in the program. Students

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who participated in the Student Government Association, either as a Senator or as a Cabinet member, were 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.

Based on the analysis of the AC 2021-2022 results, the staff made the following changes in AC 2022-2023 to drive the cycle of improvement. The director made 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 incorporated civic education into leadership retreats, speakers, and programs. The SGA looked 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 was still used. The SGA looked to assess the experience of members to look at their satisfaction with the program and their perceptions of shared governance at NSU. The SGA researched new speakers to come and educate the Senators and the student body on the importance of civic engagement.

As a result of these changes, in AC 2022-2023 the target was met. The director 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. The scores were 86% for the pre-test and 95% for the post-test.

### **Decision:**

In AC 2022-2023 the target was met.

Based on the analysis of the 2022-2023 results, the staff will implement the following changes in AC 2023-2024 to drive the cycle of improvement. The director will 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 incorporated civic education into leadership retreats, speakers, and programs. The SGA will research new speakers to come and educate the Senators and the student body on the importance of civic engagement. Furthermore, the assessment tool will be updated to help streamline the data collection process.

These changes will improve the student's ability to understand the importance of civic engagement for themselves and also NSU students, thereby continuing to push the cycle of improvement forward.

**Measure 1.2.** Provide students with a program called Leadership NSU to train them in areas in the realm of leadership and other areas specific to the year. Offering educational sessions regarding risk management, mental health, resume writing, and other important topics 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

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year. The goal will be for students to score at least 80% very satisfied + satisfied on each item of the assessment. The assessment will be distributed at the conclusion of the conference held in the Spring 2023 semester.

**Finding:** Target was met.

### **Analysis.**

In AC 2021-2022, the target was not measured. It will be measured for the first time in AC 2022-2023.

As a result of these changes, in AC 2022-2023 the target was met. Following this year's Leadership NSU, student attendees were issued an assessment with the following items:

Please rate your overall satisfaction with the program

61.1% strongly agree, 38.9% agree

Please rate your overall satisfaction with the slate of speakers

72.2% strongly agree, 27.8% agree

Please rate your overall satisfaction with the venue for Leadership NSU

55.6% strongly agree, 33.3% agree, 11.1% neutral

Please rate your overall satisfaction with the types of sessions offered. This year, we offered mental health workshops, resume building, financial literacy, leadership advice, and more.

66.7% strongly agree, 33.3% agree

How likely are you to attend our conference next year?

61.1% very likely, 27.8% likely, 11.1% neutral

### **Decision:**

In AC 2022-2023 the target was met.

Based on the analysis of the 2022-2023 results, the staff will implement the following changes in AC 2023-2024 to drive the cycle of improvement. The Leadership NSU Committee will work to provide a slate of speakers that will cover topics that were recommended by students who completed the surveys. Some of those topics include mental health and networking. Those topics were covered this AC; however, they need to be covered more in depth.

These changes will improve the student's ability to serve as a leader on campus or as a general member of student organizations, thereby continuing to push the cycle of improvement forward. Other improvements include more personalized sessions based on leadership types and more accessible versions of the schedule to ensure that students can find their way to the appropriate session of their choice.

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**SO 2.0.** Enhance the Greek community's knowledge and numbers by providing more programming.

**Measure 2.1.** 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 2021-2022, the target was met.

With the changes outlined for the year 2021-2022, the risk management training focused more on applying the policies to event 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 were now hosting in-person new member programs. 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 by Carrie Zimmerman with Uncommon Programs on risk aversion.

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

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

63.5% strongly agree, 33.8% agree, 2.7% neutral

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

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

67.6% strongly agree, 31.1% agree, 1.4% neutral

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

51.4% strongly agree, 39.2% agree, 9.5% neutral

Better understand the risks associated with drinking games

64.9% strongly agree, 33.8% agree, 1.4% disagree

Can plan recruitment events without alcohol

79.7% strongly agree, 18.9% agree, 1.4% neutral

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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

Have a better understanding of what constitutes an event

60.8% strongly agree, 36.5% agree, 2.7% neutral

Can effectively implement a sober monitor program

68.9% strongly agree, 29.7% agree, 1.4% disagree

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

59.5% strongly agree, 39.2% agree, 1.4% neutral

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

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

67.6% strongly agree, 29.7% agree, 2.7% neutral

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.

Based on the analysis of AC 2020-2021 results, the Director of Fraternal Leadership and Civic Engagement made the following changes in AC 2022-2023 to drive the cycle of improvement. The Director of Fraternal Leadership & Civic Engagement made improvements to risk management education and training for members of the NSU Greek Life community. One significant enhancement to the training was 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 partnered 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 mandated 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 provided education and training to newly elected officers at a January workshop.

As a result of these changes, in AC 2022-2023 the target was met. Following the Risk Management workshop in January 2023, students were asked to complete an assessment and provided the following responses:

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

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

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69% strongly agree, 31% agree

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

72.4% strongly agree, 24.1% agree, 3.4% neutral

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

62.1% strongly agree, 37.9% agree

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

55.2% strongly agree, 37.9% agree, 6.9% neutral

Better understand the risks associated with drinking games

82.8% strongly agree, 10.3% agree, 3.4% neutral, 3.4% disagree

Can plan recruitment events without alcohol

82.8% strongly agree, 10.3% agree, 6.9% neutral

I am aware of resources available to my organization to help plan safer social events

72.4% strongly agree, 20.7% agree, 6.9% neutral

Have a better understanding of what constitutes an event

62.1% strongly agree, 20.7% agree, 13.8% neutral, 3.4% disagree

Can effectively implement a sober monitor program

75.9% strongly agree, 24.1% agree

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

65.5% strongly agree, 31% agree, 3.4% neutral

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

51.7% strongly agree, 24.1% agree, 20.7% neutral, 3.4% disagree

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

72.4% strongly agree, 20.7% agree, 6.9% neutral

Understand the need for risk management policies for social events

75.9% strongly agree, 20.7% agree, 3.4% neutral

### Decision:

In AC 2022-2023 the target was met.

Based on the analysis of the 2022-2023 results, the staff will implement the following changes in AC 2023-2024 to drive the cycle of improvement. As seen in AC 2022-2023, the Office of Fraternal Leadership and Civic Engagement saw tremendous improvement in understanding of risk management policies and risk aversion efforts. The Office of Fraternal Leadership and Civic Engagement will offer more risk management training opportunities throughout the year. We will train Greek Presidents on risk aversion and risk management by hiring a speaker and trainer to be a voice of reason for these students. We will also work to enhance training in how to hire a third-party vendor for alcohol events and how to teach members on what constitutes an event. These changes will improve the student's ability to identify health and safety protocols thereby continuing to push the cycle of improvement forward.

**Measure 2.2.** Increase the number of students participating in the recruitment or intake processes occurring in the fraternity / sorority community in both the fall and spring semesters. Students will attend open houses, informational meetings, sisterhood events, brotherhood events, and other recruitment events to find a place in the Greek community

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at NSU. Following the recruitment processes, a total number of new members will be reported by each chapter to the Office of Greek Life. The goal will be for the Greek community to see an increase in new members each year.

**Finding:** Target was not met.

### **Analysis.**

In AC 2021-2022, the target was not measured. It will be measured for the first time in AC 2022-2023.

As a result of these measuring this measure for the first time, in AC 2022-2023 the target was not met. Our new member numbers decreased overall from AC 2021-2022 to AC 2022-2023. In the National Pan-Hellenic Council (NPHC), there were 45 new members for the 2021-2022 academic year. For the 2022-2023 academic year, NPHC had 35 new members. In the Interfraternity Council (IFC), there were 76 new members for the 2021-2022 academic year. For the 2022-2023 academic year, IFC had 66 new members. In the College Panhellenic Council (CPC), there were 100 new members for the 2021-2022 academic year. For the 2022-2023 academic year, CPC had 68 new members. Overall, in AC 2021-2022, Greek Life had 221 new members. In AC 2022-2023, Greek Life had 169 new members.

### **Decision:**

In AC 2022-2023 the target was not met.

Based on the analysis of the 2022-2023 results, the staff will implement the following changes in AC 2023-2024 to drive the cycle of improvement. Currently, the Office of Greek Life hosts at least two events per council during heavy recruitment periods (the first two weeks of school). To see an increase in new members and an understanding of what Greek Life is, the Office of Greek Life is educating our current members on recruitment process changes to create a culture of understanding surrounding the recruitment process.

These changes will improve the student's ability to understand the overarching goals of the Office of Greek Life – to provide a community for students at their home away from home. thereby continuing to push the cycle of improvement forward. The College Panhellenic Council is moving to a partially structured recruitment process to provide potential new members a longer period to understand the Greek Life process. Also, the Interfraternity Council will be looking to host a structured recruitment process instead of a continuous open recruitment process to provide the men interested in the process a structured environment for recruitment. The National Pan-Hellenic Council will continue to operate as directed by their national offices.



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**Comprehensive Summary of Key evidence of improvement based on the analysis of results.** The following reflects all the changes implemented to drive the continuous process of seeking improvement in AC 2022-2023. These changes are based on the knowledge gained through the AC 2021-2022 results analysis.

### **SO. 1:**

1.1: The director made 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 incorporated civic education into leadership retreats, speakers, and programs. The SGA looked for ways to better engage students to participate in voter registrations, service opportunities, interactions with elected officials, capitol visits etc. The SGA looked to assess the experience of members to look at their satisfaction with the program and their perceptions of shared governance at NSU. The SGA researched new speakers to come and educate the Senators and the student body on the importance of civic engagement.

1.2 In AC 2021-2022, the target was not measured. It will be measured for the first time in AC 2022-2023.

### **SO. 2:**

2.1: The Director of Fraternal Leadership & Civic Engagement made improvements to risk management education and training for members of the NSU Greek Life community. One significant enhancement to the training was 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 staff partnered 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 staff mandated that sororities and fraternities that want to host social events with alcohol must have 100% participation in the risk management training. The staff provided education and training to newly elected officers at a January workshop.

2.2 In AC 2021-2022, the target was not measured. It will be measured for the first time in AC 2022-2023.

### **Plan of action moving forward.**

#### **SO 1:**

1.1 The director will 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 incorporated civic education into leadership retreats, speakers, and programs. The SGA will research new speakers to come and educate the Senators and the student body on the importance of civic engagement. Furthermore, the assessment tool will be updated to help streamline the data collection process.

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1.2 The Leadership NSU Committee will work to provide a slate of speakers that will cover topics that were recommended by students who completed the surveys. Some of those topics include mental health and networking. Those topics were covered this AC; however, they need to be covered more in depth.

SO.2:

2.1 The Office of Fraternal Leadership and Civic Engagement will offer more risk management training opportunities throughout the year. We will train Greek Presidents on risk aversion and risk management by hiring a speaker and trainer to be a voice of reason for these students. We will also work to enhance training in how to hire a third-party vendor for alcohol events and how to teach members on what constitutes an event. These changes will improve the student's ability to identify health and safety protocols thereby continuing to push the cycle of improvement forward.

2.2: To see an increase in new members and an understanding of what Greek Life is, the Office of Greek Life is educating our current members on recruitment process changes to create a culture of understanding surrounding the recruitment process.