



ASI Student Involvement Outcomes

Report 2012-2013

Background/Overview

In 2006, the ASI initiated a student learning outcome assessment program based upon work done by the University of Minnesota-Twin Cities which outlined seven outcomes of a student's engagement in the programs and services of the student affairs division. The ASI has adopted these seven outcomes as Student Involvement Outcomes (SIO), stating that students involved in the programs and services of the ASI develop and demonstrate achievement in: responsibility and accountability, independence and interdependence, goal orientation, self-confidence/humility, resilience, appreciation of differences and tolerance of ambiguity. The target for the SIO program is both student employees and student leaders.

Student Involvement Outcomes

A student involved in the activities, programs and services of the Associated Students, CSUF, Inc. develops and demonstrates achievement in the following:

Responsibility and Accountability

- Makes appropriate decisions regarding his/her own behavior
- Recognizes and accepts consequences of actions
- Meets agreed upon expectations
- Follows through on commitments
- Accepts responsibility for personal errors
- Takes responsibility for his/her own learning

Independence and Interdependence

- Determines appropriately when to act alone and when to work or consult with others
- Demonstrates ability to initiate action and effectively engage others to enhance outcomes
- Works with minimum supervision whether it be alone or within a group
- Adapts behavior as appropriate in response to team or organization needs

Goal Orientation

- Manages energy and behavior to accomplish specific outcomes
- Possesses and maintains sufficient motivation to achieve goals
- Understands how to use his/her talents and skills to contribute to the betterment of society
- Demonstrates effective planning and purposeful behavior
- Does not allow distractions to prevent timely completion of tasks
- Pushes self, when needed, to accomplish goals

Self-Confidence/Humility

- Maintains and projects optimistic perspective
- Expects the best from self and others
- Assesses and articulates accurately (when appropriate) personal strengths and weaknesses
- Shows interest in learning about others and their accomplishments
- Demonstrates ability to help others adapt to new situations

Resilience

- Recovers from disappointment or bad experience and continues to work successfully
- Learns from a bad experience and recovers
- Works through disappointments (i.e., what caused them, what can be done to avoid them next time, and what can be done to repair them now)

Appreciation of Differences

- Works effectively with others, despite differences; can respectfully discuss differences with others
- Recognizes advantages of moving outside existing “comfort zone”
- Seeks out others with different backgrounds and/or perspectives to improve decision making
- Appreciates the importance of diversity and conveys this value to others
- Understands and respects the values and beliefs of others

Tolerance of Ambiguity

- Demonstrates intellectual and emotional ability to perform in complicated environments and the absence of standard operating procedures
- Can work under conditions of uncertainty

*adopted from *Student Success Outcomes*, University of Minnesota, Office of Student Affairs and *Learning Reconsidered: A Campus-Wide Focus on the Student Experience*, NASPA and ACPA

Data Collection Methods:

ASI Student Employees

- Throughout the year, all departments within the ASI participated in measuring student learning outcomes for student employees within their specific areas, as part of an organization wide effort. The methodology used included start-of-position assessments (both self-assessments and assessments performed by the student employee’s supervisor) in seven outcome categories. These categories covered specific skill sets, such as: responsibility & accountability; independence & interdependence; resilience; goal orientation; self-confidence and humility; tolerance of ambiguity; and appreciation of differences. These specific assessment skill sets were incorporated into student employee position descriptions and performance evaluation tools, in an effort to reinforce the desired learning objectives.

ASI Student Leaders

- Student leaders are introduced to the ASI Student Involvement Outcomes during the orientation to their new positions and during their training retreats. At the start of each month, they focus a portion of their council, board or program meeting on that month’s ASI Student Involvement Outcome of the Month. The student leaders are assessed (360 Degrees: student, peers, advisors) in their development of the seven ASI Student Involvement Outcomes. The methodology used to evaluate the student leaders includes a pre-assessment, pre-assessment, end-of-semester assessment, and end-of-year assessment.

Camp Titan

- Camp Titan engages student volunteers as camp counselors and program staff for a one-week residential camp program. These volunteers participate in approximately 28 hours of training over the course of the spring semester. After the camp week in June, a survey is sent out to each of the volunteers asking them to self evaluate on each of the seven ASI Student Involvement Outcomes.

Results

ASI Student Employees

The following is a representation of some of the important data from the ASI Student Involvement Outcomes Program for student assistants (employees). The Student Assistant Assessment is a combination of learning and performance evaluations in which the student undertakes a self evaluation while the supervisor evaluates the student in specified intervals: at the three month mark, six month mark, and then annually after the six month mark. For each ASI Student Involvement Outcome, the results compare the student self evaluation with the supervisor evaluation on the highest skills developed and the lowest skills developed this academic year. The following is preliminary interpretation of raw data which represents mean score on a 10 point scale with 1= never and 10=always and n=263.

Responsibility and Accountability

Highest Skill Developed:

Makes appropriate decisions regarding his/her own behavior	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.33	7.52	8.09	7.67
Student	7.94	7.75	8.07	9.00

Lowest Skill Developed:

Recognizes and accepts consequences of actions	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.48	7.52	8.11	7.67
Student	8.23	8.08	8.44	7.67

Independence and Interdependence

Highest Skill Developed:

Works with minimum supervision whether it be alone or within a group	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.48	7.71	8.27	9.33
Student	8	7.98	8.67	9.33

Lowest Skill Developed:

Adapts behavior as appropriate in response to team or organization needs	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.71	7.84	8.33	8.67
Student	8.37	8.15	8.64	8.33

Goal Orientation

Highest Skill Developed:

Demonstrates effective planning and purposeful behavior	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.31	7.39	7.96	9.00
Student	7.89	7.61	8.04	9.00

Lowest Skill Developed:

Pushes self, when needed, to accomplish goals	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.49	7.75	8.13	8.33
Student	8.24	7.99	8.18	8.33

Self-Confidence/Humility

Highest Skill Developed:

Maintains and projects optimistic perspective	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.58	7.72	8.29	8.67
Student	8.16	7.92	8.31	9.67

Lowest Skill Developed:

Assesses and articulates accurately (when appropriate) personal strengths and weaknesses	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.48	7.52	8.18	8.33
Student	8.17	7.92	8.18	8.33

Resilience

Highest Skill Developed:

Learns from a bad experience and recovers	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.24	7.50	7.93	8.67
Student	8.26	7.92	8.29	9.00

Lowest Skill Developed:

Recovers from disappointment or bad experience and continues to work successfully	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.74	7.76	7.80	8.33
Student	8.54	7.92	8.07	7.67

Appreciation of Differences

Highest Skill Developed:

Recognizes advantages of moving outside existing "Comfort zone"	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.63	7.77	8.09	8.67
Student	8.16	7.98	8.13	9.33

Lowest Skill Developed:

Seeks out others with different backgrounds and/or perspectives to improve decision making	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.90	8.00	8.27	8.67
Student	8.72	8.36	8.73	8.67

Tolerance of Ambiguity

Highest Skill Developed:

Demonstrates intellectual and emotional ability to perform in complicated environments and the absence of standard operating procedures	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.63	7.67	7.82	8.67
Student	8.01	7.79	7.98	9.33

Lowest Skill Developed:

Can work under conditions of uncertainty	3 months:	6 month:	Annual 1:	Annual 2:
Supervisor	6.61	7.61	8.02	8.67
Student	7.78	7.78	7.98	8.33

ASI Student Leaders

This year this program was conducted with the Board of Directors, Executive Staff, TSC Governing Board, Association for Intercultural Awareness, ASI Productions, Titan Tusk Force, Events & Outreach, Lobby Corps, ASIP Irvine Campus, University Affairs, Scholarship, and Camp Titan assessing the student leaders vis-à-vis the ASI Student Involvement Outcomes. This modified 360 degree review compares the student leader's self-evaluation with peer evaluation, and the student director of the program. The following is preliminary interpretation of raw data which represents mean score on a 10 point scale with 1= never and 10=always and n=52.

Highest ASI Student Involvement Outcome Developed:

	Pre	Fall Semester	Fall Semester	Fall Semester	Annual Semester	Annual Semester	Annual Semester
Outcome:	Student:	Student:	Peers:	Admin. Director:	Student:	Peers:	Admin. Director:
Independence and Interdependence	8.54	8.39	8.39	8.61	8.50	8.60	8.13
Tolerance of Ambiguity	9.15	8.54	8.61	8.81	8.57	8.69	7.90
Self-Confidence/ Humility	8.44	8.15	8.38	8.56	8.52	8.35	8.20
Responsibility and Accountability	8.31	7.85	8.39	8.33	8.21	8.61	8.53

Lowest ASI Student Involvement Outcome Developed:

	Pre	Fall Semester	Fall Semester	Fall Semester	Annual Semester	Annual Semester	Annual Semester
Outcome:	Student:	Student:	Peers:	Admin. Director:	Student:	Peers:	Admin. Director:
Resilience	8.42	8.05	8.50	8.42	8.52	8.58	8.27
Goal Orientation	8.04	7.71	8.29	8.44	8.00	8.45	7.87
Appreciation of Differences	8.42	8.95	8.92	9.11	9.14	8.94	8.87

Camp Titan

Camp Titan engages 50 student volunteers as camp counselors and program staff for a one-week residential camp program. These volunteers participate in approximately 28 hours of training over the course of the Spring semester. After the camp week in June, a survey went out to each of the volunteers asking them to self evaluate on each of the seven ASI Student Involvement Outcomes. The following is preliminary interpretation of raw data which represents mean score on a 5 point scale with 1= never and 5=always and n=31.

Responsibility and Accountability:

96.6% of the Camp Titan counselors make appropriate decisions to handle assorted responsibilities.

Independence and Interdependence:

82.8% of the Camp Titan counselors know when to act alone and when to consult supervisors.

Goal Orientation:

The results show that 82.8% of the Camp Titan counselors demonstrate effective planning and organization to prioritize and achieve goals.

Self-Confidence and Humility:

89.7% of the Camp Titan counselors always display poise and self-assurance without seeming egotistical.

Resilience:

The results show that 86.2% of the Camp Titan counselors were able to practice understanding the cause of negative experience and learning how to prevent it from recurring.

Appreciation of Differences:

93.1% of the Camp Titan counselors were able to understand and respect the values and beliefs of others.

Tolerance of Ambiguity:

The results show that 82.8% of the Camp Titan counselors are willing to work under conditions of uncertainty.

Limitation

ASI Student Employees

- Supervisors need more training on high impact practices for coaching student employees.

ASI Student Leaders

- Low responses rate from student leaders.

Camp Titan

- No limitation. Goals were met this year.

Future Goals

ASI Student Employees

- Continue to work with supervisors and student employees on acclimating to the updated instrument.

ASI Student Leaders

- Provide meaningful and valuable feedback to students.

Camp Titan

- Continue to incorporate monthly discussions to highlight an ASI Student Involvement Outcome during the trainings.