Administrative Unit Assessment Report

Assessment is a term commonly used to encompass the process of gathering and using evidence to guide improvements.

SACSCOC requires that "The institution <u>identifies</u> expected outcomes, <u>assesses</u> the extent to which it achieves these outcomes, and <u>provides evidence of seeking improvement</u> based on analysis of the results".

Administrative Unit	**Submission Year**
Student Life & Involvement -Student Activities - Student Affairs	2018-2019

Academic year you are submitting report. Not necessarily the year that data is being reported on. Ex. If the report you are submitting is due October 1, 2019, choose 2019-2020.

Assessment Coordinator Name	**Enter Assessment Coordinator Email**
Joe Franks	jfranks@lander.edu

If more than one coordinator, please choose one for emails to be sent to.

Unit Goal

Goal

Goal 1

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

> 1.Participation in a Department of Student Activities' event, organization, fraternity, sorority, or other sponsored
>   activities enhanced the social and academic development of students.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

○ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

⊙ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1. a) Mean Score: Participating in student activities enhanced students' social outcomes.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Activities' Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved.

(ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results) | **Score (Met=3, Partially Met=2, Not Met=1)**

Mean Scores:
Lander's Mean: 5.61
Select Six Mean: 5.23
All Institutions' Mean: 5.25

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for indicators of success were met for this outcome. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had slightly declined over the past four years as shown by the following data: 2015/2016 (mean score of 5.75), 2016/2017 (mean score of 5.73), 2017/2018 (mean score of 5.65) and 2018/2019 (mean score of 5.61). This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1. b) Mean Score: Participating in student activities' enhanced students' learning outcomes.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Activities' Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 5.29 Select Six Mean: 4.61 All Institutions' Mean: 4.75	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds used to measure the outcome, "Participating in student activities' enhanced students learning outcomes", were met. Lander University's mean was above all comparison group means. The criterion for student responses of "strongly agree" or "agree" to the statement: "Attending student activities provided opportunities for students to assume leadership roles," improved from "partially met" last reporting period to "met" for this reporting cycle. Overall, the data document that Lander University was ranked 2/7 in the select six group comparison and 2/45 when compared to all institutions. However, in terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator had declined for three years but slightly improved for this reporting cycle as shown by the following data: 2015/2016 (mean score of 5.44), 2016/2017 (mean score of 5.30), 2017/2018 (mean score of 5.28) and 2018/2019 (mean score of 5.29). A factor for this decline was around the need for a specified position to work with organizations and volunteerism. For the 2018/2019 Academic Year, the position of a Coordinator for Student Organizations was not filled. This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

1.c) Mean Score: Involvement in student organizations enhanced students' interpersonal competence.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Leadership Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.09 Select Six Mean: 5.69 All Institutions' Mean: 5.66	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds used to measure the outcome of "Involvement in student organizations enhanced student's interpersonal competence" were met with a score of 3.00. Lander University's mean was above all comparison group means for this unit goal indicator. The data indicated improvement from the last reporting period from a mean of 5.86 to 6.09. Improvement was shown on two of the criteria used to gauge this indicator of success: student responses of "strongly agree" or "agree" to these statements: "Involvement in student organizations enhanced the student's ability to work effectively with others" (2018/2019 -mean score of 6.20 compared to 2017/2018- mean score of 5.90), "Involvement in student organizations enhanced the student's ability to listen effectively" (2018/2019 - mean score of 6.32 compared to 2017/2018- mean score of 6.03), and "Involvement in student organizations enhanced the student's ability to successfully establish professional relationships" (2018/2019 - mean score of 6.02 compared to 2017/2018- mean score of 5.77).   This indicator will continue to be monitored. No other plan of action is required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.d) Mean Score: Involvement in student organizations enhanced students' intrapersonal competence.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Leadership Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 5.81 Select Six Mean: 5.58 All Institutions' Mean: 5.55	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The thresholds for success were met on all of the criteria for the outcome, "Involvement in student organizations enhanced student's intrapersonal competence". Improvement was seen in the three indicators which were partially met during the last reporting cycle: "Involvement in student organizations enhanced the students': self-motivation, knowledge of their talents, and knowledge of their limitations". The data document that Lander University was ranked 3/7 in the select six group comparison and 9/31 when compared to all institutions. On a longitudinal basis, the mean scores for this indicator declined for three years but slightly improved for this reporting cycle as shown by the following data: 2015/2016 (mean score of 5.87), 2016/2017 (mean score of 5.77), 2017/2018 (mean score of 5.74) and 2018/2019 (mean score of 5.81).   This will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 5

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

1.e) Mean Score: Involvement in student organizations enhanced students' practical competencies with contracts and budgets.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Student Leadership
Assessment Survey

*Tools that allow us to measure or demonstrate the
extent to which outcomes have been achieved.
(ex. satisfaction surveys, productivity data, number
of students served).*

Frequency of Assessment

Annually (each spring semester)

Data Collected for this Timeframe (Results)

Mean Scores:
Lander's Mean: 4.97
Select Six Mean: 4.64
All Institutions' Mean: 4.59

*If this is a new outcome and no data has been
collected, you should explain when data will be
available for entry.*

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The outcome, "Involvement in student organizations enhanced students' practical competencies with
contracts and budgets", was met. Improvement was seen on two of t three indicators for this reporting
cycle:" Involvement in student organizations enhanced the students' skills/abilities in developing a
budget and in monitoring a budget". The data document that Lander University was ranked 2/7 in the
select six group comparison and 8/31 when compared to all institutions. In terms of an internal
comparison of means for Lander University on a longitudinal basis, this indicator increased from a
mean of 4.81 in 2017/2018 to a mean of 4.97 for 2018/2019. This will continue to be monitored. No
plan of action required.

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the
past, please provide a narrative that includes an analysis of historical data and current data. Include
evidence of improvement or clarification of why improvement has not been accomplished.*

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 6

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily
describe what the unit is going to do and what its impact will be on students and other key stakeholders
(alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of
an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values
that students are expected to gain as a result of their educational experiences (ex. Student Wellness

Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.f) Mean Score: Involvement in student organizations enhanced students' practical competencies in various management skills.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
Skyfactor Benchworks Student Leadership Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	Score (Met=3, Partially Met=2, Not Met=1)
Mean Scores: Lander's Mean: 5.56 Select Six Mean: 5.44 All Institutions' Mean: 5.42	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

For the outcome, "Involvement in student organizations enhanced student's practical competencies in various management skills", all thresholds for its criteria were met, except for one, "Involvement in Student Activities enhanced students' skills and abilities in organizing events." This was an improvement over last year's results where no indicators were fully met. Also, there was improvement on all criteria. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator of success did show improvement from a mean of 5.54 to a mean of 5.56. The data document that Lander University was ranked 2/7 in the select six group comparison and 8/31 when compared to all institutions. This improvement is contributed to the Student Activities Director's coordination of a student leadership conference each fall semester. This will continue to be monitored. If improvement is not maintained, then a plan of action will be developed.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 7

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.g) Mean Score: Involvement in student organizations enhanced students' cognitive complexity.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Leadership Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 5.88 Select Six Mean: 5.59 All Institutions' Mean: 5.63	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The thresholds for the outcome, "Involvement in student organizations enhanced students' cognitive complexity", were met on all criteria. Improvement was seen on two of t three indicators for this reporting cycle:" Involvement in student organizations enhanced the student's ability to define problems and to solve problems. The data document that Lander University was ranked 2/7 in the select six group comparison and 10/31 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator has improved for the last four years as shown by the following data: 2015/2016 (mean score of 5.55), 2016/2017 (mean score of 5.64), and 2017/2018 (mean score of 5.84) and 2018/2019 (mean score of 5.88). This will continue to be monitored. No plan of action required

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 8

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.h) Mean Score: Student fraternity/sorority participation enhanced interpersonal relationship skills.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Fraternity/Sorority Assessment Survey

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually (each spring semester)

Data Collected for this Timeframe (Results)

Mean Scores:
Lander's Mean: 6.33
Select Six Mean: 6.14
All Institutions' Mean: 6.11

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The thresholds for the outcome "Greek Life participation enhanced interpersonal relationship skills" were met on all five criteria with improvement seen on the criteria partially met last year, "Students' fraternity/sorority participation enhanced interpersonal relationship skills". For the 2017/2018 Academic Year, the Greek Life Coordinator provided two programs for the Greek Community on social skills (ability to work within a team structure, establishing relationships communication-verbal and non-verbal, interpersonal skills, friendliness, and other social skills). This could be a factor in the improvement on this indicator. The data document that Lander University was ranked 1/7 in the select six group comparison and 2/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator showed a slight decline in performance for the 2018/2019 reporting period with a mean score of 6.33 compared to the 2017/2018 mean score of 6.38. During the 2018/2019 Academic year, the Greek Life Coordinator position was vacant with other Student Affair's staff members assisting with duties. This position is filled for the 2019/2020 Academic Year.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 9

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.i) Mean Score: Student fraternity/sorority participation enhanced interpersonal competence.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.17 Select Six Mean: 5.72 All Institutions' Mean: 5.69	3

Comments/Narrative

All thresholds for the outcome, "Greek Life participation enhanced interpersonal competence", were met with Lander's mean above all comparison group means. Lander University was ranked 1/7 in the select six group comparison and 1/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a slight decrease in this indicator – 2018/2019 reporting period mean: 6.17, 2017/2018 reporting period mean: 6.27 and 2016/2017 reporting period mean: 5.99. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 10

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.j) Mean Score: Student fraternity/sorority involvement enhanced intrapersonal competence.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.14 Select Six Mean: 5.68 All Institutions' Mean: 5.71	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome of "Greek Life participation enhanced intrapersonal competence" were met with Lander's mean above all comparison group means. Lander University was ranked 1/7 in the select six group comparison and 2/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a slight decrease in this indicator – 2018/2019 reporting period mean: 6.14, the 2017/2018 reporting period mean: 6.31 and the 2016/2017 reporting period mean score of 6.05. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 11

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.k) Mean Score: Student fraternity/sorority involvement enhanced collaboration skills.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved.
(ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Mean Scores:
Lander's Mean: 5.93
Select Six Mean: 5.75
All Institutions' Mean: 5.67

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

All thresholds for the outcome, "Greek Life involvement enhanced collaboration skills", were met with Lander's mean above all comparisons means. Lander University was ranked 2/7 in the select six group comparison and 4/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a slight decrease in this indicator – 2018/2019 reporting period mean: 5.93, the 2017/2018 reporting period mean: 6.02 and the 2016/2017 reporting period mean score of 5.91. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 12

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.l) Mean Score: Student fraternity/sorority participation enhanced personal development skills.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.01 Select Six Mean: 5.54 All Institutions' Mean: 5.48	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Student Greek Life participation enhanced personal development skills", were met with Lander's mean above all comparison group means. Lander University was ranked 1/7 in the select six group comparison and 1/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a slight decrease in this indicator – 2018/2019 reporting period mean: 6.01, the 2017/2018 reporting period mean: 6.15 and the 2016/2017 reporting period mean score of 5.96. No plan of action required

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 13

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1.m) Mean Score: Student fraternity/sorority participation encouraged healthy behaviors.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used   **Frequency of Assessment**

| Skyfactor Benchworks Fraternity/Sorority Assessment Survey | Annually (each spring semester) |

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.34 Select Six Mean: 5.81 All Institutions' Mean: 5.83	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for "Student Greek Life participation encouraged healthy behaviors" criteria of success were met with Lander's mean above all comparison group means. Lander University was ranked 1/7 in the select six group comparison and 1/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator showed improvement for the 2018/20198 reporting period with a mean score of 6.34 compared to the 2017/2018 reporting period with a mean score of 6.23. This indicator was impacted by the required risk management workshops Greek Life members were required to attend. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 14

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

1. n) Mean Score: Student fraternity/sorority participation contributed to overall student learning outcomes.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.06 Select Six Mean: 5.79 All Institutions' Mean: 5.78	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the indicator, "Student Greek Life participation contributed to overall student learning outcomes", were met with Lander's mean above all comparison group means. Lander University was ranked 2/7 in the select six group comparison and 6/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a significant decrease in this indicator – 2018/2019 reporting period mean: 6.06, the 2017/2018 reporting period mean: 6.22 and the 2016/2017 reporting period mean score of 6.14. This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

In terms of the unit/program goal of "Participation in a Department of Student Activities' event, organization, fraternity, sorority, or other sponsored activities enhanced the social and academic development of students", all fourteen outcomes were met. The Department of Student Activities supported the pillar of providing a robust student experience as documented by its performance on this unit/program goal. There were seven indicators showing improvement over time and seven not showing improvement. For five consistent years, the Department of Student Activities' personnel have been in a state of flux. A new position of Coordinator for Student Organizations and Service Learning was created and filled but vacated within seven months. With the increasing number of students attending Lander University, there is a need for a specified position to work with organizations and volunteerism. For the 2018/2019 Academic Year, the position of a Coordinator for Student Organizations was not filled. This outcome will continue to be monitored. No plan of action required. The Greek Life indicators showed improvement for the first time in three years. Again, personnel consistency has been an issue.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

Staffing is still a need which could negatively impact future scores. The Greek Life Coordinator vacated the position at the beginning of this semester after one year at Lander University and the Student Organizations and Services Learning Coordinator position is still open. Several employees from various Student Affairs' Departments filled in for the Greek Life Coordinator for the 2018/2019 Academic Year. For the 2019/2020 reporting cycle, the benchmark results for the 2018/2019 will be utilized for outcome measures. To capture more timely data, the percent satisfaction on all of the indicators for the outcomes measuring the unit/program goal will be used as a new performance target. These Skyfactor Benchwork assessment results are immediately available once the surveys are closed and submitted. Also, the longitudinal data is available. This change will allow the Department of Student Activities more time to discuss the results of the assessment surveys and to institute some plans of action for areas needing improvement. Also, other more immediate feedback sources like surveys and event evaluations will be developed and used.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 2

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

2. Students are satisfied with their Department of Student Activities' experience, activities, facilities, and staff.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

○ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

◉ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of

an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

2.a) Mean Score: Students are satisfied with the Student Activities' room.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's average mean score is above 5.00.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's average mean score is between 4.00 – 4.99.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's average mean score is 3.99 or below.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Activities' Institutional Specific Questions.	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Average Mean Score: 4.30	2

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The threshold for the outcome, "Students are satisfied with the Student Activities' room", was partially met. Renovation of the Student Activities' space which had been on the schedule was completed at the first of the Fall 2018 semester. Student satisfaction did improve when compared to the last reporting period as indicated by three of the four criteria for success being partially met with one criterion not met. During the current and last two reporting periods, none of the criteria were met. The established thresholds of success may need to be lowered or changed. The percent satisfaction will be included as a future measure for this outcome. Continue to monitor.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

2.b) Mean Score: Students are satisfied with the Student Activities' staff.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's average mean score is above 5.00.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's average mean score is between 4.00 – 4.99.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's average mean score is 3.99 or below.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Student Activities' Institutional Specific Questions.

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually (each spring semester)

Data Collected for this Timeframe (Results)

Average Mean Score: 5.28

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The threshold for the outcome, "Students are satisfied with the Student Activities staff"", was met. Three of the four indicators met the set thresholds for success. Due to the new design of the Bearcat Lounge, staff members' offices permanently remain in an area not adjacent to it. The established thresholds of success may need to be lowered or changed. The percent satisfaction will be included as a future measure for this outcome. Continue to monitor.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

2.c) Mean Score: Students are satisfied with the Greek Life staff.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's average mean score is above 5.00.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's average mean score is between 4.00 – 4.99.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's average mean score is 3.99 or below.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Institutional Specific Questions	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Average Mean Score: 3.14	1

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The threshold for the outcome, "Students are satisfied with the Greek Life staff", was not met. This is the second reporting year for this indicator. It was added on as an Institutional Specific question during the 2017/2018 reporting cycle. During the current and last two reporting periods, none of the criteria were met. However, there was improvement in four of the five criteria even without a full-time dedicated Greek Life Coordinator for this academic year. The established thresholds of success may need to be lowered or changed. The percent satisfaction will be included as a future measure for this outcome. Continue to monitor.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

2.d) Mean Score: Students are satisfied with the publicizing and promoting of student activities.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used   **Frequency of Assessment**

| Skyfactor Benchworks Student Activities' Assessment Survey. | Annually (each spring semester) |

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)   **Score (Met=3, Partially Met=2, Not Met=1)**

| Mean Scores:
Lander's Mean: 5.24
Select Six Mean: 4.67
All Institutions' Mean: 4.72 | 3 |

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome "Students are satisfied with the publicizing and promoting of student activities" were met with Lander's mean above all comparison group means. Lander University was ranked 2/7 in the select six group comparison and 2/45 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a slight decrease in this indicator – 2018/2019 reporting period mean: 5.24, the 2017/2018 reporting period mean: 5.39 and the 2016/2017 reporting period mean score of 5.44. This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 5

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

2.e) Mean Score: Students are satisfied with their fraternity/sorority programming.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey.	Annually (each spring semester)

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 5.47 Select Six Mean: 5.38 All Institutions' Mean: 5.35	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All threshold indicators for the outcome, "Students are satisfied with their Greek Life programming" were met on five of the seven criteria for success (Lander's mean above all comparison group means). One was partially met – "Students are satisfied with the extent to which by their fraternity/sorority chapters provide alumni activities". One plan of action to improve this measure will be to host at least one social event with alumni during Homecoming 2020. The other was not met – "Students are satisfied with the extent to which by their fraternity/sorority chapters provide athletic activities". This measure will be removed as it has not been impacted by any changes made. The Department of Recreation and Intramural Sports had several basketball games with teams made up of Greek participants. This did not positively impact the results at all. Lander University was ranked 3/7 in the select six group comparison and 14/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a slight decrease in this indicator – 2018/2019 reporting period mean: 5.47, the 2017/2018 reporting period mean: 5.56 and the 2016/2017 reporting period mean score of 5.41. For the 2017/2018 Academic Year, the Greek Life coordinator had established mechanisms to promote athletic involvement. With that person leaving in the fall of 2018, these endeavors did not carry forward with various Student Affairs staff assuming different responsibilities.   Continue to monitor.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 6

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

2. f.   Mean Score: Over-all, students are satisfied with their fraternity/sorority experience.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks mean comparison groups for the following: Select 6 Peers, Carnegie Peers, and all institutional participants for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Fraternity/Sorority Assessment Survey.

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually (each spring semester)

Data Collected for this Timeframe (Results)

Mean Scores: Lander's Mean: 6.03 Select Six Mean: 5.76 All Institutions' Mean: 5.82

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

All threshold indicators for the outcome, "Over-all, students are satisfied with their Greek Life experience", were met with the Lander's mean above all comparison group means. Lander University was ranked 2/7 in the select six group comparison and 9/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, there was a slight decrease in this indicator – 2018/2019 reporting period mean: 6.03, the 2017/2018 reporting period mean: 6.18 and the 2016/2017 reporting period mean score of 6.06. No plan of action required

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 7

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

2.g) Bearcat Lounge remodeled and re-opened.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Actual completion of project prior to the Fall 2018 semester.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

N/A

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Project not completed prior to the Fall 2018 semester.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Actual Completion of Project	One Time

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Project was completed and the Bearcat Lounge was completed on 8/20/2018 - the first day of classes for the 2018 Fall semester.

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

Renovation of the Bearcat Lounge was completed on 8/20/2018. The new student activities' space was re-opened to students. No plan of action required. Outcome has been achieved and will be dropped as a measure for this unit/program goal.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

The Unit/Program Goal of "Students are satisfied with their Department of Student Activities' experience, activities, facilities, and staff", was met. In terms of the seven outcomes, five were met, one was partially met, and one was not met. The indicator which was partially met dealt with student activity space. The renovation of the Bearcat Lounge was completed in August 2018 and the Bearcat Lounge was open for students during the 2018/2019 reporting period. It was hoped that this completion would have more of a positive impact on performance scores. The scores did show improvement, but did not fully meet the criteria for the outcome, "Students are satisfied with the Student activities room". The indicator which was not met, "Students are satisfied with the Greek Life staff", was negatively impacted by not having a dedicated, full-time Greek Life Coordinator. The person serving in this position resigned and left after the first two weeks of the Fall 2018 semester. However, there was improvement in four of the five criteria even without a full-time dedicated Greek Coordinator. For the 2018/2019 Academic Year, the results may have been impacted or skewed based on the number of Greek organizations taking the assessment survey. Due to not having a Greek Life Coordinator for this reporting period, the two largest sororities did not complete any assessment surveys. For the 2019/2020 Academic Year, a full-time Greek Life Coordinator has been hired. In addition, for the Spring 2019 semester, the Director of Student Activities resigned. Consistent staffing for all positions in the Department of Student Activities has been a reoccurring factor which could negatively impact assessment results.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

Due to the renovation of the Bearcat Lounge being completed, thresholds for success did improve on most outcomes for this unit/program goal. However, not all were met. This is the fifth semester that Student Affairs staff have been located in their new office area; therefore, this should not be a factor in the results. Students are aware of their location. Consistent staffing is still a need which could impact future scores. The Greek Life Coordinator vacated the position at the beginning of this semester and the Student Organizations and Services Learning Coordinator position is still open. For the 2019/2020 Academic Year, the success criteria will be changed to include the percent of positive student responses to the questions/statements on the assessment surveys in addition to the mean comparison scores.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 3

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

3. Lander University's Student Government (Student Government Association – SGA) and Programming Board (University Programming Council -UPC) are effective.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

○ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

◉ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

3.a) Mean Score: Lander University's student government is effective.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Activities' Assessment Survey	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 4.55 Select Six Mean: 3.83 All Institutions' Mean: 3.88	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Lander University's student government is effective", were met with Lander's mean above all comparison group means. In terms of the thresholds, students indicated that the Student Government Organization (SGA) represented their concerns, effectively reached out to students for feedback, effectively communicated their collective voice to the administration, and effectively worked with other student organizations. Lander University was ranked 2/7 in the select six group comparison and 2/45 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator improved for the 2018/2019 reporting period with a mean score of 4.55 compared to the 2017/2018 reporting period mean score of 4.31. Continue to monitor.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

3.b) Lander University's programming board is effective.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

1. Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.
2. University Programming Board provided 22 or more unique events.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

1. Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.
2. University Programming Board provided 17-21 unique events.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

1. Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.
2. University Programming Board provided less than 17 unique events.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
1. Skyfactor Benchworks Student Activities' Assessment Survey	1. Annually
2. Student Activities' Event Data Report	2. Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
1. Mean Scores:	3
Lander's Mean: 4.75	
Select Six Mean: 4.00	
All Institutions' Mean: 3.98	
2. Number of Events Provided: 62	

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome of "Lander University's programming board" is effective" were met with Lander's mean above all comparison group means. Students indicated that Lander University's Programming Council (UPC) provided activities of interest to them and provided these activities at a time that fit their schedule. Lander University was ranked 2/7 in the select six group comparison and 2/45 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator declined for the 2018/2019 reporting period with a mean score of 4.75 compared to the 2017/2018 reporting period mean score of 4.78. The threshold of 22 or more programs being provided for this indicator was exceeded. For the 2018/2019 Academic Year, Lander University's Programming Council (UPC) provided 62 student oriented programs. This represents a 17 decrease in the number of activities provided when compared to last year. Continue to monitor.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

All outcomes met the established thresholds of success for this Unit Program Goal of "Lander University's Student Government (Student Government Association – SGA) and Programming Board (University Programming Council –UPC) are effective". For this reporting period, Lander's University Programming Council provided 62 programs/events for students as compared to 75 being provided for the last reporting period. This represents a 17% decrease in programs/events. One factor for this decline is limited staff in the department for this reporting cycle. However, this unit/goal met its threshold for success and offers evidence that the Department of Student Activities' UPC provided a robust student experience.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

The University Programming Council falls under the Student Activities Director but the Student Government Association (SGA) falls under the supervision of the Vice President of Student Affairs. For the 2018/2019 reporting period, the measures for the indicator of "Lander University's student government association is effective" were separated out .This goal will continue to be monitored.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 4

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

4. Lander University's Department of Student Activities supports leadership development among students in its   organizations and fraternities/sororities.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

○ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

⊙ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

4.a) Mean Score: Lander University promotes leadership skills.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
Skyfactor Benchworks Student Leadership Assessment Survey	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)

Mean Scores:
Lander's Mean: 5.52
Select Six Mean: 4.41
All Institutions' Mean: 4.61

Score (Met=3, Partially Met=2, Not Met=1)

3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Lander University student organizations promote leadership skills" were met with Lander's mean above all comparison group means. Lander University was ranked 1/7 in the select six group comparison and 2/31 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator improved for the 2018/2019 reporting period with a mean score of 5.52 compared to the 2017/2018 reporting period with a mean score of 5.27.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

4.b) Organizational leaders demonstrated effective leadership.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Leadership Assessment Survey	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 5.70 Select Six Mean: 5.29 All Institutions' Mean: 5.28	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Organizational leaders demonstrated effective leadership criteria", were met with Lander's mean above all comparison group means. Lander University was ranked 2/7 in the select six group comparison and 5/31 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator showed improvement for the 2018/2019 reporting period with a mean score of 5.70 compared to the 2017/2018 reporting period with a mean score of 5.66.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

4.c) Fraternity/Sorority experience enhanced students' leadership skills.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
Skyfactor Benchworks Fraternity/Sorority Assessment Survey.	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results) | **Score (Met=3, Partially Met=2, Not Met=1)**

Data Collected for this Timeframe (Results)	Score (Met=3, Partially Met=2, Not Met=1)
Mean Scores: Lander's Mean: 5.91 Select Six Mean: 5.64 All Institutions' Mean: 5.50	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Greek Life experience enhances students' leadership skills" were met with Lander's mean above all comparison group means. Lander University was ranked 3/7 in the select six group comparison and 5/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this indicator showed improvement for the last four years. For the 2018/2019 reporting period the mean score of 5.91 declined from the 2017/2018 reporting period mean score of 6.10.The meeting with Chapter Presidents which began in the 2017/2018, continued during this reporting period.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

4.d) Fraternity/Sorority leadership was effective.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey.	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.04 Select Six Mean: 5.80 All Institutions' Mean: 5.69	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome of "Greek Life leadership was effective" were met with the Lander's mean above all comparison group means. Lander University was ranked 1/7 in the select six group comparison and 3/44 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this outcome slightly decreased. For the 2018/2019 reporting period the mean score was 6.04 compared to the 2017/2018 reporting period with a mean score of 6.15. The meeting with Chapter Presidents which began in the 2017/2018, continued during this reporting period.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include

evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

Of the four outcomes of success for the Unit Program Goal of "Lander University's Department of Student Activities supports leadership development among students in its organizations and fraternities/sororities", all thresholds were met. The Office of Student Activities offered leadership development opportunities for students this reporting period: University Programming Training (8/13-14/2018), Student Organization Summit (8/23/2018), and the Lander Leadership Conference (9/8/2018). The Greek Life Coordinator provided a leadership retreat with 80% participation. The Student Activities Director held a leadership conference on 9/9/2017. The meeting with Chapter Presidents which began in the 2017/2018, continued during this reporting period.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

Due to the vacancy for the position of Greek Life Coordinator for most of this reporting period and the Director of Student Activities during the Spring 2019 Semester, the proposed changes for last year were not instituted. For the 2019/2010 Academic Year, both positions have been filled. This unit/program goal will continue to be monitored.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 5

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

5. Lander University's Department of Student Activities is effective in its provision of services to students.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

⦿ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

○ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

5.a) Mean Score: Overall, Lander University's student organizations are effective.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
	Annually

Skyfactor Benchworks Student Leadership
Assessment Survey

*Tools that allow us to measure or demonstrate the
extent to which outcomes have been achieved.
(ex. satisfaction surveys, productivity data, number
of students served).*

Data Collected for this Timeframe (Results)   **Score (Met=3, Partially Met=2, Not Met=1)**

Mean Scores: Lander's Mean: 6.02 Select Six Mean: 5.77 All Institutions' Mean: 5.82	3

*If this is a new outcome and no data has been
collected, you should explain when data will be
available for entry.*

Comments/Narrative

For this reporting period, all thresholds for success were met for the unit/program goal of, "Overall,
Lander University's student organizations are effective". During the last reporting period, none of the
success criteria thresholds were met. Lander University was ranked 3/7 in the select six group
comparison and 9/31 when compared to all institutions. In terms of an internal comparison of means
for Lander University on a longitudinal basis, this indicator showed improvement from last year. For
the 2018/2019 reporting period the mean score of 6.02 improved from the 2017/2018 reporting period
mean score of 5.84. Continue to monitor

*Analyze your results and show you are seeking improvement. If this is an outcome you have used in the
past, please provide a narrative that includes an analysis of historical data and current data. Include
evidence of improvement or clarification of why improvement has not been accomplished.*

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily
describe what the unit is going to do and what its impact will be on students and other key stakeholders
(alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of
an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values
that students are expected to gain as a result of their educational experiences (ex. Student Wellness
Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

5.b) Mean Score: Overall, Lander University's fraternities/sororities are effective.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternity/Sorority Assessment Survey.	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.05 Select Six Mean: 5.79 All Institutions' Mean: 5.80	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Overall, Lander University's fraternities/ sororities are effective", were met with Lander's mean above all comparison group means. Lander University was ranked 2/7 in the select six group comparison and 6/44 when compared to all institutions. Student responses to the following statements were used as the criteria for this indicator - Involvement in Greek Life contributed: to their academic success, commitment to community service, to students' social skills, satisfaction with the experience, recommending a friend participate in Greek Life, and the experience being worth the cost. All criteria for this indicator has been met for the last four reporting periods. There was a slight decrease in the mean score for this outcome when compared to last year – 6.05 compared to 6.20. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

5.c) Number Score: Student Activities' provided/sponsored 32 unique events/activities/experiences and/or opportunities for students this academic year.

Timeframe for this Outcome

2018-2019 Academic year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Provide/sponsor 32 or more unique events (at least 10 social, 2 educational, and 20 other type events).

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Provide/sponsor 22 - 31 unique events (5-9 social, 1 educational, and 15 - 19 other type events).

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Provide/sponsor less than 22 unique events (less than 5 social, 0 educational, and less than 15 other type events).

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
Student Activities' Event Data Report	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	Score (Met=3, Partially Met=2, Not Met=1)
Number of Events Provided: 116	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

Lander University's Student Activities' Department provided/sponsored 116 unique events/activities/experiences and/or opportunities for students this academic year. This exceeded the established threshold of 32 events for this outcome. However, the data represent a 49% decrease from the 227 events provided during the 2017/2018 Academic Year. During this reporting period: there were 20 social/entertainment events compared to 68 provided during the last reporting period, 20 educational activities compared to 61 provided during the last reporting period, and 76 other type (entertainment, novelty, movies, etc.) compared to 98 provided during the last reporting period.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of

an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

5.d) Number Score: The Department of Student Activities provided an adequate number of events/activities
        for students.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

1. 81% or more activities maintained from previous academic year.
2. Lander's average mean score is above 5.00.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

1. 66% - 80% activities maintained from previous academic year.
2. Lander's average mean score is between 4.00 – 4.99.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

1. Less than 65% activities maintained from previous academic year.
2. Lander's average mean score is 3.99 or below.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
1. Student Activities' Event Data Report 2. Skyfactor Benchworks Student Activities' or Fraternity/Sorority Assessment Institutional Specific Questions.	1. Annually 2. Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved.
(ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	Score (Met=3, Partially Met=2, Not Met=1)
1. Percent of Events Maintained: 51% (Not Met: 1.0) 2. Mean Score: 4.89 (Partially Met: 2.0)	2

If this is a new outcome and no data has been

Comments/Narrative

The indicator of "The Department of Student Activities provided an adequate number of events/activities for students", was partially met for this reporting period. The 116 events/activities provided were only 51% of the events/activities provided for last year's reporting period. For the Spring 2019 Semester, the Director of Student Activities had resigned and other Student Affairs staff were performing duties. A second measure was added as an institutional specific to the Skyfactor Student Activities Survey. The indicator for this measure was partially met. This was the first reporting cycle utilizing a measurement for this indicator.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 5

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

5.e) Mean Score: Overall, Lander University's Department of Student Activities is effective.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is not above any of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Activities Assessment Survey	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.05 Select Six Mean: 5.75 All Institutions' Mean: 5.76	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Overall, Lander University's Department of Student Activities is effective", were met with Lander's mean above all comparison group means. Lander University was ranked 3/7 in the select six group comparison and 6/45 when compared to all institutions. In terms of an internal comparison of means for Lander University on a longitudinal basis, this outcome showed a decrease in performance from last year. For the 2018/2019 reporting period the mean score of 6.05 is lower than the 2017/2018 reporting period mean score of 6.13. This indicator has been met for the past four reporting periods. No action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

Of the five outcomes of success for the unit/program goal of Lander University's Department of Student Activities is effective in its provision of services to students", four of the five were met. The Department of Student Activities' supports Lander University's Second Pillar: Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students in terms of providing events and resources to assist in student retention. The measures used to gauge the five outcomes directly relate to student retention and can be viewed in each outcome comment above. The only indicator which was not met was "The Department of Student Activities provided an adequate number of events/activities for students". The target is to maintain at least 81% of the number of activities from the previous reporting cycle. For this reporting cycle only 51% of the number of events/activities were maintained.   Not having the position of Student Organizations and Services Learning Coordinator along with the Greek Life Coordinator and Director of Student Activities filled for the entire academic year, negatively impacted this semester's scores.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

The indicators for this goal will remain the same. The number of activities provided by the Department of Student Activities has been tracked for over seven years but never included as a measure of success for the department until this academic year. A factor which could create positive change is having the department fully staffed for a consistent time period. All indicators will continue to be monitored.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 6

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

6. The Department of Student Activities provides risk management information for all Greek Life organizations.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

○ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

⊙ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

6.a) Number Score: Provide at least two mandated risk management related workshops for Greek organizations each academic year.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Two events occurred for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

One event occurred for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

No events occurred for the current academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
Student Activities' Event Data Report	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	Score (Met=3, Partially Met=2, Not Met=1)
Number Score: 2 events were held	3

If this is a new outcome and no data has been

collected, you should explain when data will be available for entry.

Comments/Narrative

The criterion for the outcome, "Provide at least two mandated risk management related workshops for Greek organizations each academic year" was met for this reporting period. Two workshops were provided: "Hazing Prevention – Travis Adger" on 9/24/2018 and "Students Fight Back Workshop" on 4/8/2019.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

6. b Percent Score: Students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

85%-100% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

75%- 84.9% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 75% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Skyfactor Benchworks Fraternities/Sororities Assessment's Institutional Specific Questions.

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Percent Score of Agreement: 98%

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

The threshold for the outcome, "Students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions" was met with 98% (53/54) of the students responding with "strongly agree" or "agree".

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Student Learning Outcome

Enter Outcome

6.c) Percent Score: Students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops motivated me to make a positive change in regards to my personal and professional decision-making.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

85%-100% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops motivated me to make a positive change around personal alcohol use and the safety of others."

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

75%-84.9% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops motivated me to make a positive change around personal alcohol use and the safety of others."

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 75% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops motivated me to make a positive change around personal alcohol use and the safety of others."

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Fraternities/Sororities Assessment's Institutional Specific Questions.	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Percent Score of Agreement: 94%	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The threshold for the outcome, "Students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops motivated me to make a positive change around personal alcohol use and the safety of others was met with 94% (48/51) of the students responding with "strongly agree" or "agree".

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

This unit/program was met. The Greek community is required to attend a Risk Management Workshop (2 hours long) each semester. Required attendance applies to Greek chapter presidents, social chairs, and risk managers. The workshops were open to the entire Lander University community. Two workshops were provided: "Hazing Prevention – Travis Adger" on 9/24/2018 and "Students Fight Back Workshop" on 4/8/2019.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

No changes were made or proposed. This goal will continue to be monitored.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 7

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

7.   Department of Student Activities provides opportunities or venues for students and employees to link with the local, regional, and/or statewide community.

Pillar of Success Supported
○ High-Demand, Market-Driven Programs

○ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

○ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

⊙ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

7.a) Percent Score: Increase or maintain community involvement in Lander University "Communiversity".

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

81% or more attendees maintained from previous academic year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

65% - 80% attendees maintained from previous academic year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 65% attendees maintained from previous academic year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	Frequency of Assessment
Student Activities' Event Data Report Spreadsheet	Annually

Tools that allow us to measure or demonstrate the

extent to which outcomes have been achieved.
(ex. satisfaction surveys, productivity data, number
of students served).

Data Collected for this Timeframe (Results)   **Score (Met=3, Partially Met=2, Not Met=1)**

Percent Score: 105 events compared to 76
events - more than 100% maintenance of
attendees.

3

If this is a new outcome and no data has been
collected, you should explain when data will be
available for entry.

Comments/Narrative

The established threshold for this outcome was met with a 13% increase in attendees (105 this
reporting period) from the last reporting period (76). The data represent the first improvement on this
indicator in four years. Again this year, the Director of Student Activities' partnered with the Director of
Career Services on a collaborative effort for Communiveristy. In addition to assisting with the event,
the Director of Career services hosted a student worker and part-time job fair as a part of
Communiversity.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the
past, please provide a narrative that includes an analysis of historical data and current data. Include
evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily
describe what the unit is going to do and what its impact will be on students and other key stakeholders
(alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of
an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values
that students are expected to gain as a result of their educational experiences (ex. Student Wellness
Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

7.b) Number Score: Student Activities' Department planned and scheduled a "Family Day/Parent's
Day" Event for the current academic year.

Timeframe for this Outcome

2018-2019 Academic year

Ex. Academic Year 2017-2018

Performance Target for "Met"

"Parent's Day" event scheduled.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

N/A

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

"Parent's Day" event not scheduled.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Student Activities' Event Data Report Spreadsheet	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Event occurred on 10/27/2019.	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

The Student Activities' Department hosted a "Family Day" for 10/27/2018. This met the established criteria set for this outcome. No action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

7.c) Number Score: Student Activities' Department maintained at least 7 events for Lander University's spring
     "Homecoming" .

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Maintain 7 or more events.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Maintain 4-6 events.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Maintain less than 4 events.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Student Activities' Event Data Report Spreadsheet	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Number Score: 10 events occurred during Homecoming.	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

Student Activities' Department hosted 10 events at the 2018/2019 "Homecoming". This exceeded the set threshold of seven. No further action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

The Department of Student Activities' met all of the outcomes for the unit/program goal of "Providing opportunities or venues for students and employees to link with the local, regional, and/or statewide community". This supports the university's strategic plan for Pillar 10 - Highly Valued Community Partner.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

No changes to this unit/program goal proposed or made.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)

Goal 8

Unit Goals are broad statements that describe the overarching long-range intended outcomes of an administrative unit. They support the Institution's Mission/Goals.

8. The Department of Student Activities will foster a culture encouraging inclusion, fairness and collaboration to promote diversity.

Pillar of Success Supported

○ High-Demand, Market-Driven Programs

⊙ Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students

○ Robust Student Experience

○ Graduates Who Are Gainfully Employed or Admitted to Graduate School

○ Advancement Activities Leveraged to Further the University's Mission

○ Engaged and Supportive Alumni

○ Financially Stable and Operationally Efficient

○ Facilities Positioned for Growth and Efficient Utilization

○ Employer of Choice

○ Highly-Valued Community Partner

Choose the Pillar of Success that your goal best aligns with.

Outcomes

Outcome 1

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

8.a) Percent Score: Student Activities staff members are culturally sensitive.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

85%-100% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

75%- 84.9% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 75% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Activities Assessment's Institutional Specific Questions	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved.

(ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)   **Score (Met=3, Partially Met=2, Not Met=1)**

Percent Score of Agreement: 85%   3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "Student Activities' staff members are culturally sensitive", were met. This was the second year this outcome was measured. There was a slight decrease in the percent score for this outcome when compared to last year – 85% compared to 92%. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 2

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

8.b) Percent Score: The Student Activities Department promotes diversity through the programs, activities and events sponsored by the department.

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

85%-100% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

75%- 84.9% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Less than 75% of students reported "strongly agree" or "agree" to the question, "My attendance at both or either of the mandatory workshops gave me information to make more informed decisions".

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Skyfactor Benchworks Student Activities Assessment's Institutional Specific Questions	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Percent Score of Agreement: 91%	3

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Comments/Narrative

All thresholds for the outcome, "The Student Activities Department promotes diversity through the programs, activities and events sponsored by the department", were met. This was the second year this outcome was measured. There was a slight decrease in the percent score for this outcome when compared to last year – 91% compared to 95%. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Outcome 3

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders

(alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

8.c) Mean Score: Student Activities will foster diversity (Diverse Populations)

Timeframe for this Outcome

2018-2019 Academic Year

Ex. Academic Year 2017-2018

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Met".

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is above none of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used	**Frequency of Assessment**
Educational Benchmarking, Inc. Skyfactor Benchworks Student Leadership Assessment Survey .	Annually

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Data Collected for this Timeframe (Results)	**Score (Met=3, Partially Met=2, Not Met=1)**
Mean Scores: Lander's Mean: 6.16 Select Six Mean: 5.85 All Institutions' Mean: 5.67	3

Comments/Narrative

All thresholds for the outcome, "Student Leadership and Organizations staff members will foster diversity", were met. Lander University was ranked 2/7 in the select six group comparison and 5/31 when compared to all institutions. This was the second year this outcome was measured. There was improvement in performance as indicated in the mean score for this outcome when compared to last year – 6.16 compared to 6.00. No plan of action required.

Resources Needed to Meet/Sustain Results

None

Explanation of How Resources Will Be Used

N/A

Outcome 4

Outcomes are specific, **measurable** statements that reflect the broader goals. They will primarily describe what the unit is going to do and what its impact will be on students and other key stakeholders (alumni, parents, employers, etc.).

Most administrative units measure **Operational Outcomes** which describe the level of performance of an operational aspect of a program or office (ex. number of services provided, timeliness of a process).

Some units may measure **Student Learning Outcomes** which describe knowledge, skills, and values that students are expected to gain as a result of their educational experiences (ex. Student Wellness Program may measure student knowledge of healthy habits.)

What type of Outcome would you like to add?

Operational Outcome

Enter Outcome

8.d) The office of Greek Life will foster diversity (Diverse Interactions)

Timeframe for this Outcome

2018-2019 Academic Year

Performance Target for "Met"

Lander University's mean comparison is above all of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

Performance Target for "Partially Met"

Lander University's mean comparison is above one or two of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Partially Met".

Performance Target for "Not Met"

Lander University's mean comparison is above none of the Skyfactor Benchworks means for the following: Select 6 Peers, Carnegie Peers, and all survey participants for the year.

The anticipated level of achievement for this Outcome to be considered "Not Met".

Assessment Measure Used

Educational Benchmarking, Inc. Skyfactor Benchworks   Fraternity/Sorority Assessment Survey.

Tools that allow us to measure or demonstrate the extent to which outcomes have been achieved. (ex. satisfaction surveys, productivity data, number of students served).

Frequency of Assessment

Annually

Data Collected for this Timeframe (Results)

Mean Scores:
Lander's Mean: 6.13
Select Six Mean: 5.82
All Institutions' Mean: 5.77

If this is a new outcome and no data has been collected, you should explain when data will be available for entry.

Score (Met=3, Partially Met=2, Not Met=1)

3

Comments/Narrative

All thresholds for the outcome, "The Office of Greek Life will foster diversity", were met. Lander University was ranked 2/7 in the select six group comparison and 6/44 when compared to all institutions. This was the second year this outcome was measured. There was a slight decrease in performance as indicated in the mean score for this outcome when compared to last year – 6.13 compared to 6.24. This outcome will continue to be monitored. No plan of action required.

Analyze your results and show you are seeking improvement. If this is an outcome you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Resources Needed to Meet/Sustain Results

None

Include estimate of cost.

Explanation of How Resources Will Be Used

N/A

Goal Summary

Goal Summary/Comments

Of the four outcomes of success for the unit/program goal of "The Department of Student Activities will foster a culture encouraging inclusion, fairness and collaboration to promote diversity", all were met. The Department of Student Activities' supports Lander University's Second Pillar: Selective, Competitive Recruitment and Enrollment of Ambitious and Talented Students in terms of providing events and resources to assist in student retention for all student populations. This was the second year this outcome was measured.

Analyze your results and show you are seeking improvement. If this is a goal you have used in the past, please provide a narrative that includes an analysis of historical data and current data. Include evidence of improvement or clarification of why improvement has not been accomplished.

Changes Made/Proposed Related to Goal

No changes proposed or made. Continue to monitor.

Describe changes that will be made in response to assessment results. Essential to "close the loop".

Upload Files (if needed)