

INVOLVEMENT

STUDENT INVOLVEMENT LEARNING OBJECTIVES AND OUTCOMES

1. LEADERSHIP DEVELOPMENT

Student Leaders understand that their role is to be a positive change agent, to influence others and create a vision. Leadership is a process rather than a position. Leadership is relationship-oriented and situational in nature.

Learning Outcomes:

A strong leader...

- a) Moves the organization toward the mission and strategic goals of the organization
- b) Understands the skill set of the membership and utilizes it effectively for engaging them in accomplishing the group's goals
- c) Holds self and members accountable
- d) Recognizes the ethical components of leadership
- e) Develops an organization inclusive of team building, collaboration, and strategic planning
- f) Encourages institutional pride and community-building among student body
- g) Displays the capability to influence others
- h) Serves in a leadership position in a student organization or community group

2. CLARIFIED VALUES

Student Leaders understand that personal and organizational values play a significant role in achieving effective leadership. Clarified values offer the leader a compass to navigate through a variety of leadership situations and challenges. Student leaders reflect and engage in the process of values clarification to enhance personal growth and organizational effectiveness.

Learning Outcomes:

A strong leader...

- a) Articulates personal and organizational values
- b) Demonstrates willingness to examine personal beliefs and values
- c) Identifies personal, work, and lifestyle values and explains how they influence decision-making
- d) Understands how culture influences one's own values
- e) Acts and makes decisions in congruence with personal and organizational values

3. EFFECTIVE COMMUNICATION

Student Leaders effectively communicate to ensure organizational achievement of goals. When communication is a focal point, individuals will personally benefit and organizations will be run more efficiently.

Learning Outcomes:

A strong leader...

- a) Conveys messages clearly and concisely through writing, speaking, and non-verbal expression
- b) Develops and facilitates thoughtful presentations
- c) Works in teams and in multicultural settings
- d) Illustrates the effective use of listening skills

4. MULTICULTURAL COMPETENCY

Student Leaders celebrate diverse cultures, recognize the diverse communities within the campus community and beyond, advocate for the needs and identities of all members within the community, and support the ongoing inclusion, understanding and dignity of all members within and beyond the campus community. Being able to understand one's own identity, as well as recognizing the similarities and differences of others, equips students to serve and lead as citizens in a global society.

Learning Outcomes:

A strong leader...

- a) Recognizes and understands one's own identity, privilege, and culture
- b) Recognizes the contributions diversity brings to their own campus and society
- c) Seeks involvement with people different from oneself
- d) Advocates for equity and inclusiveness
- e) Positively impacts others' perspective on diversity

5. SOCIAL RESPONSIBILITY

Student Leaders model social responsibility at all times but especially when representing the university. On-and off-campus behaviors should match and represent the values of the organization and institution.

Learning Outcomes:

A strong leader...

- a) Challenges appropriately the unfair, unjust, or uncivil behavior of other individuals or groups
- b) Participates in service/volunteer activities and understands the importance of civic engagement and active citizenship
- c) Understands, abides by, and participates in the development, maintenance, and/or orderly change of community, social, and legal standards or norms

6. CAREER READINESS

Student Leaders hold intellectual growth and professional preparation as central to the mission of higher education and apply that focus in all endeavors inside and outside the classroom. Campus activities offer a learning lab for intellectual development and career preparation when student leaders engage in critical thinking, problem solving and decision making. Student leaders should be cognizant of this learning opportunity and apply knowledge learned to enhance organizational goals and personal and professional development.

Learning Outcomes:

A strong leader...

- a) Produces personal and educational goal statements
- b) Uses complex information from a variety of sources including personal experience and observation to form a decision or opinion
- c) Makes connections between campus involvement and curricular studies
- d) Articulates career interests based on assessment of values, skills, abilities, and preferred work environment
- e) Constructs a professional resume with evidence of related knowledge, skills, and accomplishments
- f) Takes steps to prepare for a job search or to seek advanced education

7. COLLABORATION

Student Leaders collaborate, seeking the involvement of others and working well with people. They actively contribute to the achievement of a group goal. They seek feedback from others and exhibit growth in their skills due to working collaboratively.

Learning Outcomes:

A strong leader...

- a) Works cooperatively with others, seeking their involvement and feedback
- b) Utilizes delegation to involve group members
- c) Creates formal and informal networks with others to build awareness of the issues facing their organizations
- d) Promotes and conducts joint programs between organizations

8. MEANINGFUL INTERPERSONAL RELATIONSHIPS

Student Leaders establish meaningful interpersonal relationships. They often rely on organization members/ volunteers to carry out the essential tasks related to providing programs and services. They interact effectively with on-and off-campus constituencies. Professionalism, diplomacy and recognizing the support of others enhances organizational effectiveness.

Learning Outcomes:

A strong leader...

- a) Establishes mutually trustworthy and rewarding relationships with others
- b) Listens to and reflects upon others' points of view
- c) Treats others with respect; gives value by actively demonstrating that oneself and others matter
- d) Develops and maintains satisfying interpersonal relationships that support and clarify personal values, goals and interests

9. EVENT MANAGEMENT

Student Leaders learn and practice effective event management. They strive toward understanding the appropriate steps and issues involved in event planning and management.

Learning Outcomes:

A strong leader...

- a) Understands and practices the steps of effective programming
- b) Utilizes personnel and financial resources appropriately
- c) Engages others in program planning through communication
- d) Implements appropriate risk management strategies
- e) Delegates tasks and holds committee members accountable
- f) Adheres to university policies and practices
- g) Manages program development, implementation and evaluation in an organized manner

10. ASSESSMENT & EVALUATION

Student Leaders can make knowledge-based decisions regarding resources allocated for the programs planned and implemented by their organization. Leaders should possess the ability to effectively evaluate programs as well as assess their campus and community culture. Program evaluations assure the continued improvement of activities and comprehensive assessment allows activity offerings to meet the community needs of the entire campus.

Learning Outcomes:

A strong leader...

- a) "Maps" or connects the mission or primary goals or functions of the organization to the activities and programs that the organization facilitates
- b) Finds the right assessment to measure the student needs and culture of the institution
- c) Uses gathered evidence to inform organizational decisions
- d) Measures organizational effectiveness through internal assessments (e.g. pre- and post-membership surveys, leadership & advisor feedback)
- e) Measures impact on student body (or appropriate constituency)

