Program Summary

**Task Force:** Thank you for the time and effort you put forth in your report. Through the USAP process, we are working to create a culture of continuous improvement; setting specific and measurable goals is an important step in the process of moving IPFW toward this culture of improvement. Part of this effort is getting individuals and units at IPFW to think differently about planning and the future. The work of Student Life and Leadership is critical to IPFW and we greatly appreciate the time you spent on this significant endeavor. Thank you again for being part of this important initiative.

**Criterion:** #1: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

**Question:** Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

The Student Life and Leadership Office is dedicated to supporting the enhancement and advancement of IPFW students by providing co-curricular opportunities which complement academic pursuits and learning beyond the classroom. The Student Life and Leadership staff seeks to provide an atmosphere in which students not only learn, but are challenged, supported, and heard, through diverse programming, dynamic leadership development, and impactful engagement opportunities.

**Criterion:** #2: Accomplishments - Please list significant accomplishments from the last three years as they align with Plan 2020 goals

**Question:** I. Foster Student Success - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area I: Foster student success.
1. **Provided quality programs, services, and opportunities in which students, faculty, and staff interact with one another and the surrounding community.** These events included: 1) The BIG Event, which saw its largest enrollment to date in 2014, sending 950 volunteers including students, staff, faculty, and alumni to 54 not-for-profit agencies in the community; 2) The Community Service Fair, which in the two years since its inception has seen participation by over 800 students and 71 local not-for-profit agencies; and 3) The NOH8 Campaign, which has been attended by over 600 students and 17 university and community resources in the two years since its inception.

2. **Created a student-centered learning environment that developed engaged citizens and enlightened leaders through specialized programming and training,** including: 1) SLL provided training opportunities for Student Organization leaders that focused on developing stronger personal leadership skills and pinpointed how leadership can transfer into organization officer positions; 2) Lunches with Leaders, where students were offered a three part series of classes that enhanced students’ leadership qualities and fostered new leadership skills; 3) Students participated in Intramural sports and learned about a variety of sporting options while building relationships, fostering sportsmanship and teamwork skills; 4) The Student Leadership Retreat provides opportunities for self-reflection, leadership skill building, and appreciation for diversity, and 5) The Big Event, where student leaders participated in a 4-part training series that focused on diversity, civility, knowledge of self, and servant leadership.

3. **Provided programs responsive to individual needs and interests through Student Organization development and programming.** At the highest point during the last three years, there were 129 recognized Student Organizations, including: 10 Club Sports, 49 Departmental, 14 Honorary, 11 Religious, 1 Social Greek, and 44 Special Interest clubs. Last year, in an effort to gain a better understanding of the student leader experience, SLL began a program for Student Organization leadership, the President’s Roundtable, where organizations have the opportunity to collaborate on different projects and utilize one another’s resources, manpower, and skills.

4. **Created opportunities for students to participate in student activities programs and in wellness and intramural athletics programs.** This year alone, there will be over 2,000 students, staff, and faculty members participating in over 20 various sports and programs within the IPFW community in the Fall and Spring semesters.

5. **Expanded opportunities for faculty-student engagement through various events and programming,** such as: 1) Lunches with Leaders, with sessions facilitated by various university officials; 2) Student Travel Grant Committee, where students, faculty, and staff review student requests for travel funds to participate in conferences, trips, and research experiences around the world; 3) Student Organizations, where students collaborated with faculty or staff club advisors; 4) The BIG Event, where both students and faculty/staff worked side-by-side while volunteering in the community; and 5) The Community Service Fair, NOH8 Campaign, and all events which were open to everyone at the university, allowing students to interact and form relationships with the university’s faculty and staff.

6. **Celebrated student accomplishments through programming and events,** which included: 1) The Annual Student Achievement Banquet, where student leaders were recognized for their excellence; 2) MastoDon Tracks, a new program designed to recognize and highlight Student Organizations; 3) the Michael Wartell Diversity Award, presented to faculty/staff for excellence in serving students; and 4) IPFW Celebrate Blue Campaign, which celebrated 50 students, faculty, and staff members across campus and what it means to them to be “IPFW Blue”.

**Question:** II. Creation of Knowledge - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area II: Promote the Creation, Integration, and Application of Knowledge.
1. **Enhanced the IPFW community’s understanding and appreciation of diversity and inclusion by providing program and events**, such as: 1) The Community Service Fair and NOH8 Campaign, as components of The Diversity Showcase, a collaborative effort with the Office of Diversity and Multicultural Affairs which promoted civility, respect, diversity, and equality for all; and 2) The BIG Event leadership training, Student Leadership Retreat training, and other trainings where diversity appreciation and equality/equity were topics of instruction and discussion.

2. **Promoted the development of the whole student through integrated programming that fostered the development of ethical values and civic responsibilities through various events and programming**, such as: 1) The BIG Event, sending 950 volunteers in 2014, including students, staff, faculty, and alumni to 54 not-for-profit agencies in the community; 2) The Community Service Fair, which, in the two years since its inception, has seen participation by over 800 students and 71 local not-for-profit agencies in the on-campus event that connected prospective volunteers with volunteer-seeking agencies; and 3) The NOH8 Campaign, an on-campus event that promoted civility, diversity, and equality for all, which has been attended by over 600 students and 17 university and community resources in the two years since its inception.

3. **Created opportunities for students to feel more connected to their campus community.** In 2014 alone, SLL found that 95% of all participants (students, faculty, and staff) reported feeling more connected to their campus community after The BIG Event. The same was true for 90% of the participants at the Community Service Fair, and 91% for the participants at the NOH8 Campaign. In addition, SLL collaborated with ODMA to share resources and develop the “What’s Going On? Campaign” to increase student involvement, diversity, and engagement within the campus community.

4. **Encouraged all students of the campus community to participate in intramural sports.** Each student has opportunity to participate in sports, tournaments, and fitness classes to promote their well-being and knowledge of a variety of sports. This year alone, there will be over 2,000 students, staff, and faculty members participating in over 20 various sports and programs within the IPFW community in the Fall and Spring semesters.

5. **Provided students with a competitive edge for securing employment, internship opportunities, and graduate school admissions and scholarships through the use of the Co-Curricular Transcript (CCT).** The CCT is an official University document that complements students’ academic transcripts by verifying their co-curricular involvement and listing their experiences outside of the classroom.

**Question:** III. Regional Hub - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area III: Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness.
Indiana University-Purdue University Fort Wayne (IPFW)
Program Write-up with Task Force Comments

SLL Student Life and Leadership

1. **Promoted a community of responsible, active, and ethical citizens by providing program and events**, such as: 1) The Community Service Fair and NOH8 Campaign as components of The Diversity Showcase, a collaborative effort with ODMA, which promoted civility, respect, diversity, and equality for all; and 2) The BIG Event, where students, staff, faculty, and alumni volunteered at various not-for-profit agencies in the community; and 3) The BIG Event leadership training, Student Leadership Retreat training, and other student-centered trainings, where diversity appreciation and civic responsibility were topics of instruction and discussion.

2. **Partnered with agencies in the community to enhance social, economic, cultural, civic, and intellectual life of the region through various events and programming**, such as: 1) The BIG Event, 2) The Community Service Fair, and 3) The NOH8 Campaign. Additionally, the NOH8 Campaign was developed as a collaborative effort with Ivy Tech’s Office of Student Life. Please see previous accomplishments for statistics.

3. **Expanded the scope or programming and services designed to celebrate the broad range of cultures and interests represented in the campus community through various events and programming**. Signature programming included: 1) Student Organizations; 2) Co-Curricular Transcript; 3) Intramural Sports; 4) The BIG Event; and 5) Student Travel Grant Committee. Other important programming included: 1) Community Service Fair; 2) NOH8 Campaign; 3) Lunches with Leaders; 4) Student Leadership Retreat; and 5) Student Achievement Banquet.

4. **Recognized as “a legacy of servant leadership and social change” by the City of Fort Wayne and Mayor Tom Henry on March 22, 2012: “The BIG Event Day”**. The following year, the Community Service Fair and NOH8 Campaign were developed to further enhance this legacy.

**Question:** IV. - Create a Stronger Univ - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area IV: Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization.
1. **Used assessments and innovations for the continuous improvement of processes, programs, and services.** Data was utilized to evaluate and improve student/stakeholder experience and increase quantity and quality of programming and event opportunities.

2. **Continued to run re-occurring and new programming under budget and in most cases, giving substantial financial allocations back to the institution.** Through investments, sponsorships and creative institutional partnerships, SLL is able to run programs like The Big Event at reduced costs each year that we host the program. We strategically purchase and print items that can be used multiple times and can be used for multiple events. SLL has received grants from Indiana Campus Compact and other local organizations. Additionally, SLL always negotiates for the best rates on materials necessary for events. This fiscal awareness has allowed SLL to often produce events under budget, allowing funds to be redirected to additional programming and leadership support or returned to their original funding source at the end of the fiscal year. As programs continue to reoccur, we are better able to request funds from supporting sources and will continue to only make necessary requests.

3. **Restructured and reorganized the department to increase its efficiency and effect.** In July, SLL was reorganized to reflect the changing needs of the department and the division of Student Affairs and Enrollment Management. During this transition, New Student Orientation, the Don 2 Don program, and MapWorks was moved to the new office of Student Success and Transitions. SLL retained the Co-Curricular Transcript, Registered Student Organizations, Club Sports, Intramurals, Leadership Programming, and Homecoming. In addition, SLL now oversees IPSGA, Social Media Education and outreach, and Family Programming, the Student Travel Grant Program, and serves as the liaison to Advancement. This transition will allow SLL to expand leadership opportunities to continue to align academic opportunities with extra-curricular experiences, pursue additional partnerships with the community to expand partnerships for potential sponsorships and internships, and to create social media education opportunities for students, faculty, and staff to support engagement, community, and diversity. We are already noticing the increased communication between SLL and IPSGA, issuing travel awards to students with more ease, and are reducing paper and streamlining communication and paperwork with students and student organizations.

**Question:** Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

1. On-boarding a completely new full-time staff within the last year and a half, including half of the staff joining the department during the fall 2014 semester.

**Criterion:** #3: Accreditations - Program specific accreditation and status

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?

We do not currently hold any program-specific accreditation.

**Question:** Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?

N/A

**Criterion:** #4: Laws and Mandates - Federal and state laws or mandates that your unit addresses
Indiana University-Purdue University Fort Wayne (IPFW)
Program Write-up with Task Force Comments
SLL Student Life and Leadership

**Question:** Federal and State Laws - What federal and/or state laws or mandates do you address, if any?

N/A

**Question:** Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?

N/A

**Criterion:** #5: Inefficiencies - Activities that you spend resources on inefficiently or in ways that do not support the mission.

**Question:** Inefficient use of resources - On what activities, if any, do you spend resources (money, time, people, etc.) inefficiently or in ways that do not support the mission of your unit or the university? List as many as apply.

1. Student organizations currently turn in a large amount of paperwork that must be manually processed. This outdated method is inefficient for the student organization leaders who must physically bring paper to the Student Life and Leadership Office and for the SLL staff, who must process and store the information. Over the past several years, many documents and forms were moved to an online submission process but still require printing for signatures and processing.
2. The Co-Curricular Transcript process is very inefficient. Currently, a student must go online and print CCT materials, fill the required information out by hand, obtain signatures from program coordinators, and physically bring the completed materials to the SLL office. Once completed materials are turned in to the SSL office, the SLL secretary types the handwritten student submissions and creates a CCT for the student.
3. The current posting policy is costly for many student organizations and departments. In addition to the cost of printing the materials to be posted, it takes approximately 2 hours to post in all of the posting locations on campus. Many times, departments send full time staff to complete any necessary posting. SLL hires a student worker to remove any outdated or non-compliant postings. SLL currently allows student organizations to print fliers to promote events at no charge.

**Criterion:** #6: IR and Budget Review - Review of your department profile and budget

**Question:** Contextualize IR data - Upon review of your IR Department Profile (for academic units) and FY 14-15 Budget information, are there any data you want to correct or contextualize? To view your profile or budget visit the Office of Institutional Effectiveness website: http://www.ipfw.edu/offices/ir/profiles/
The Student Life and Leadership Office is approximately six months into a significant reorganization. As part of this reorganization, SLL reduced one full-time professional staff position and decreased a portion of the Coordinator for Student Organizations salary by approximately 12 percent. The Coordinator for Student Organizations salary is now funded in part by Intramurals. Intramural Sports joined the former Student Life department in January 2014 and started to receive two percent of the Student Service Fee dollars in July 2014 (instead of an allocation from IPSGA). The reorganization of Student Life and Leadership and the change in funding for Intramural Sports was done with thoughtful consideration of the vice chancellors. The existing budget is being monitored very closely by the department and the Budget Manager for Student Affairs and Enrollment Management to align continuing services with the new goals and tasks for the department. We are still within the first year of the new unit and will be able to better assess and contextualize any budget information after the completion of this cycle.

Criterion: #7: Goal One - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Task Force: 1. Comment on the specificity of the goal:

   The objective of the goal is unclear. What exactly will the goal accomplish?

2. Comment on the goal’s measures:

   How will success be defined? For example, what minimum participation rates will be acceptable, how many digital signs will be installed, etc. In addition, since student learning is addressed, how will it be improved and measured?

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

   Dependent on available financial resources.

4. Comment on the goal’s relevance:

   The goal is relevant.

5. Comment on the timeline of the goal:

   Appropriate

Possible opportunities for collaboration or suggestions for addressing a gap:

The Division of Continuing Studies offers non-credit classes in Social Media. Other areas for collaboration would include IT Services and the student newspaper.

Question: Unit Goal - What is your unit goal?

Posting policy/communication/social media education and outreach

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
1.A.2 Use assessment data to improve student learning.

I.B.1 Increase opportunities for engaged and experiential learning including service learning and internship programs.

I.B.5 Transform the concept of the college classroom and the delivery of education.

I.D. Process Goal: Increase the diversity of the IPFW community.

I.E.2 Develop activities and experiences that promote success in student achievement through programs with strong student learning outcomes, high graduation rates, and strong job placement prospects.

II.C Promote the development of opportunities for faculty and student engagement with the community for the application and integration of knowledge.

IV.A.2 Establish an integrated system of program reporting, review, assessment and accreditation that is aligned to performance metrics.

IV.B.3 Eliminate process barriers in enrollment management that impact student achievement.

IV.B.4 Identify gaps in academic and program offerings and prioritize programs for creation, expansion, merging, or cessation.

IV.C.1 Build infrastructure to support advancement goals and functions.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?
By moving many of our current methods of communication to digital formats, we will be able to reach more students by having messages appear on multiple platforms, change our announcements and messages faster, better support the University’s emergency communication plan, and save financial and personnel resources. Expanding communication platforms on campus by increasing interior and exterior digital signage will build and strengthen relationships and encourage student, faculty, and staff retention by increasing awareness of social, educational, and cultural programs and events on campus.

We will work to develop a social media education curriculum that will teach students how to use social media appropriately, encourage active participation on social media platforms with respect for others, and encourage diversity, and articulate in-classroom and extracurricular experiences to appeal to potential employers. Understanding the value of an appropriate Digital Identity is crucial for our faculty, staff, and students as they actively participate as members of the IPFW community and as they plan to enter the workforce. Many very recent examples of unfortunate online behavior have served as reminders to the value of understanding the importance of appropriate speech and online identity.

SLL will continue to work with campus partners to launch a mobile application in 2015. Mobile applications are high priority for students and, if executed correctly, will provide great ease in registration, bill pay, campus navigation, connecting to a campus calendar, and much more. A well-developed mobile application will also provide opportunities for additional fundraising and communication with our community supporters.

Student Life and Leadership desires to increase student engagement and participation on campus by the use of several free social media dashboard applications (TweetDeck, Hootsuite, etc.). Students regularly find out about events and opportunities on campus through word-of-mouth, social media, and campus advertising. Utilizing dashboard applications will allow our office to program announcements, educational tips, information about other departments, and other relevant IPFW information to be deployed at set times. Maintaining a consistent social media presence is a key component to the success of engaging any audience.

Establish a timeline and fiscal plan to update software and install digital signage across campus in conjunction with ITS.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

- SLL will use program evaluations and program participation rates to continue to monitor the most responsive method of communicating with students. We will also be able to use in-app/program statistics to determine the most frequently viewed posts to better align our communication strategies for future communications.
- We will achieve some of this goal by simply adding digital signs across campus.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

- In the fall of 2014 we started to use digital sign boards in Walb Union and hope to significantly expand this method of communication over the next two years. Additionally, we are in the process of implementing a software that will allow us to move several services online.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

One additional resource that would assist in this achievement of this goal is the installation of additional television monitors for the purposes of digital signage.

**Question:**
Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

- Onboarding new software will take a considerable amount of staff resource during the spring 2015 semester. Moving more communication to a digital format is expensive and will require additional staff training. We have to continually monitor our social media platforms to ensure that we are constantly keeping up with student trends.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

- Based on past experience with implementation of a similar program and transition to digital paperwork processes, SLL can expect to spend six to twelve months from the time of initial implementation, taking into consideration setup, administrator training, launch, and follow-up training and promotion.
- Digital signage is very expensive and will likely take 2-4 years, with the funding assistance of Vice Chancellors or grants, to be able to budget to expand in many buildings on campus.
- Social media will continue to evolve. Our long-term goal is to remain current with the communication patterns of our students. This may require joining new online communities and receiving supplemental training as time goes on.

**Criterion:** #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**

1. Comment on the specificity of the goal:

   The goal is specific.

2. Comment on the goal's measures:

   How will success be defined? How many processes are in current need of streamlining and what targeted percentage will be streamlined each year?

   3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

      Achievable

4. Comment on the goal’s relevance:

   The goal is relevant.

5. Comment on the timeline of the goal:

   Appropriate

Possible opportunities for collaboration or suggestions for addressing a gap:

One possible opportunity for collaboration is IT Services.
**Question:** Unit Goal - What is your unit goal?

Streamlining processes for Student Organizations, particularly with respect to required paperwork

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I.A.2 Use assessment data to improve student learning.

I.B Process Goals: Increase student engagement

I.D Process Goal: Increase the diversity of the IPFW community.

I.E.2 Develop activities and experiences that promote success in student achievement through programs with strong student learning outcomes, high graduation rates, and strong job placement prospects.

IV.B. Process Goals: Efficiency

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

- Student Organizations are required to fill out and submit to Student Life and Leadership a significant number of forms in order to conduct business, plan events, and retain their recognition by the University some of which may require students to obtain signatures from third parties. Many of these forms are still in paper form and must be filled out and submitted by hand. The time and legwork required to complete these paperwork processes creates unnecessary roadblocks for organizations and their student leaders. Eliminating these burdens would increase access to participation by students – especially commuter and non-traditional students - who would otherwise be discouraged by time-consuming administrative processes.

- Many hours are currently spent working through paperwork with student organizations for events, meetings, travel, fund-raisers, etc. by SLL staff. Minimizing paper-bound processes will also help to reduce the amount of paper used by both students and the SLL staff, helping to reduce waste and save valuable resources.

- Student Life and Leadership is purchasing license agreements for the online system Community, which will facilitate the transition of student organization processes to a predominantly digital format.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
SLL will offer a yearly assessment to Student Organization leaders to evaluate whether the program is effectively achieving its intended purposes. SLL staff will also assess whether and how organizations are utilizing the program, and whether improvements can be made to delivery methods, training, or other factors that may impact student usage.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

- The sustainability of this approach will be contingent on the availability of funds to pay for yearly licensing.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

- The primary challenge will lie in effectively training students and gaining enough buy-in from students and staff to maximize usage. Implementation of online programs do represent a significant investment of time and energy on the front-end, and the program will need to be promoted before and during launch. Training and promotion must be ongoing and consistent to account for student turnover.
- During this implementation period, SLL may also need to maintain concurrent paperwork processes in order to ease the transition from paper to digital.
- SLL will need to be able to effectively communicate to stakeholders the value of the program, while also listening to concerns which may arise.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

- Based on past experience with implementation of a similar program and transition to digital paperwork processes, Student Life and Leadership can expect to spend six to twelve months from the time of initial implementation, taking into consideration setup, administrator training, launch, and follow-up training and promotion.

**Criterion:** #9: Goal Three - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**

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1. Comment on the specificity of the goal:

Goal would benefit from a clearer description (e.g., what do partnerships mean) as well as baseline measurements (e.g., how many partnerships currently exist and what is the targeted goal?).

2. Comment on the goal’s measures:

See above comment.

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

See above comment.

4. Comment on the goal’s relevance:

See above comment.

5. Comment on the timeline of the goal:

See above comment.

Possible opportunities for collaboration or suggestions for addressing a gap:

No

Question: Unit Goal - What is your unit goal?

Increasing the number and quality of partnerships between Student Organization and University departments, staff, and faculty

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.


I.D. Process Goal: Increase the diversity of the IPFW community.

I.E. Process Goal: Develop signature programs

II.B. Promote mentoring relationships between faculty and students engaged in creation, integration, and application of knowledge.

II.C. Promote the development of opportunities for faculty and student engagement with the community for the application and integration of knowledge.

III. Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.
Question: Actions - What action(s) does your unit plan to take to support this unit goal?

- Support by other campus entities demonstrates to student organizations and individual students an institution-wide commitment to student-led initiatives and student success, while also increasing the capacity for Student Organization events and programs. Such support is especially important to marginalized students and the organizations which serve them, as members of marginalized populations are more likely to perceive a lack of institutional support and representative involvement opportunities, and are therefore less likely to engage in campus life.
- Collaboration between student organizations and faculty/staff facilitates the formation of mentoring relationships in the context of knowledge acquisition and application through student organization activities. For academic organizations especially, these co-curricular engagement opportunities allow students to work with professors to combine knowledge gained in the classroom with knowledge gained through their student organization experience for real-world application.
- The new Student Travel Funding Award process includes students, faculty, and staff on the committee. Faculty and staff report that this is “the best committee that they serve on” because they know they “are directly influencing the lives of students.” The award process enables students to travel around the world to experience unique educational opportunities and present IPFW-based research based on the Baccalaureate Framework.
- Student Life and Leadership will promote a culture of collaboration by directing students to seek out partnerships with faculty, departments, and IPSGA whenever possible and appropriate. To help facilitate these collaborations, SLL may also provide student leaders with formal introductions to potential campus partners where needed, and help to cultivate relationships between key campus partners and related student organizations.
- SLL will to create incentives for student orgs to partner with other campus entities/other student orgs.

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

- Student Life and Leadership will track the number of Student Organization events co-sponsored by other campus entities, and gather feedback from involved parties regarding the relative success of these programs.

Question: Resources - Are you able to accomplish this unit goal with your current resources?

- Continued IPSGA support is critical to the success of student travel and student organization funding.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?
• Continued IPSGA support is critical to the success of student travel and student organization funding.

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

• The success of this initiative will depend on willingness of other departments/faculty/staff/IPSGA to partner with Student Organizations and invest resources into co-sponsored programming.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

• We estimate that achieving this goal will take longer than a year. It will always be a goal of the SLL office to encourage our student organizations to be innovative and entrepreneurial. Likewise, we are constantly encouraging students to tie their out-of-classroom experiences to things they are learning inside of the classroom as well as things they could use in the workforce. Our office will continue to make improvements in this area a goal, but will constantly be moving the goalpost forward in an effort to continually improve. By building and promoting signature recurring programs, Student Life and Leadership will help to ensure that IPFW students will have, and want to participate in, quality co-curricular engagement opportunities.

**Criterion:** #10: Goal Four - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

Goal would benefit from a targeted percentage or number of participants.

2. Comment on the goal's measures:

Metrics are missing baseline and targets.

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Based on the challenges listed, it appears that Student Life and Leadership should readjust to match their efforts with programs and opportunities that would benefit our student body. If the majority of IPFW students work and are unable to participate in co-curricular activities, instead of trying to educate them on the benefits of participation, resources would be better served by providing a smaller, targeted amount of programming to those students who are able to participate.

4. Comment on the goal’s relevance:

See comment 3.

5. Comment on the timeline of the goal:

See above.

Possible opportunities for collaboration or suggestions for addressing a gap:

See above.

Question: Unit Goal - What is your unit goal?

Increasing participation at events/programming offered by Student Life and Leadership

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I.A Process Goals: Improve Measurement of Student Learning


I.D. Process Goal: Increase the diversity of the IPFW community.

I.E.1 Identify and develop signature programs that respond to regional needs, build on faculty expertise, and uniquely distinguish IPFW from other institutions.

I.E.2 Develop activities and experiences that promote success in student achievement through programs with strong student learning outcomes, high graduation rates, and strong job placement prospects.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

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Question: Actions - What action(s) does your unit plan to take to support this unit goal?

- Students who participate in SLL programs will be engaged in activities that will increase their leadership capacities, connect them to their community and campus, and expose them to opportunities for involvement. Students will be able to easily track co-curricular experiences through a digital Co-Curricular Transcript.
- Underserved populations who see themselves represented in programs and events by virtue of minority participation are more likely to choose to attend and/or become involved on campus. Increasing overall participation in our events and programs serves to also increase the proportionate participation by underserved populations.
- Expanding leadership programming will allow SLL to reach more diverse groups by creating unique programs that will encourage participation of minority student groups.
- SLL will continue to advertise programming being offered, making use of multiple promotion strategies, including, but not limited to, digital signage, Inside IPFW for students, social media campaigns, and tabling.
- We also will work to continue providing programming that excites and engages students in meaningful ways, and encouraging students to be engaged outside of the classroom by consistently communicating the personal and professional benefits of campus involvement.

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

- By conducting on-going assessments during programs, the SLL office is able to gain valuable information, including how students hear about the programs, what they are looking for, and how satisfied they are with the programs themselves, allowing SLL to respond quickly and intentionally to the needs and concerns of students.
- We will also survey students on campus regarding the types of programs and involvement opportunities they would like to see and would be likely to participate in outside of the classroom.

Question: Resources - Are you able to accomplish this unit goal with your current resources?

- We feel that, at present, we can accomplish most of these goals with the resources that are currently available.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

One additional resource that would assist in this achievement of this goal is the installation of additional television monitors for the purposes of digital signage.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

- The average IPFW student not only attends school, but also works either part time or in some cases full time. A continuing challenge, therefore, is getting students to recognize that their college experience is not just about getting a degree, but also about the experience they gain outside of the classroom that build upon their in-class learning.
**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

- We estimate that achieving this goal will take longer than a year. It will always be a goal of the SLL office to have not only strong numbers at our events, but highly engaged students as well. Our office will continue to make strides toward achieving this goal, while also constantly moving the goalpost forward in an effort to continually improve. By building and promoting signature recurring programs, Student Life and Leadership will help to ensure that IPFW students will have, and want to participate in, quality co-curricular engagement opportunities.

**Criterion:** #11: Goal Five - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**

1. Comment on the specificity of the goal:

   Goal would benefit from baseline measurements and targeted goals.

2. Comment on the goal's measures:

   See above.

3. Comment on the unit's ability to achieve the goal (include a consideration of the departmental profile and budget data):

   Based on comments in the unit report (e.g., "the average IPFW student not only attends school, but also works either part-time or in some cases full time and "student organizations have stated that they have encountered difficulties trying to recruit new student members"), SLL should match their efforts with the needs of the student population (e.g., financial needs of students, etc). Perhaps some benchmarking of other Student Life programs at schools with a high percentage of working students would be appropriate.

4. Comment on the goal's relevance:

   See above.

5. Comment on the timeline of the goal:

   See above.

Possible opportunities for collaboration or suggestions for addressing a gap:

If SLL could adjust programming and activities to more accurately reflect IPFW's student population (e.g., working students), there may be an opportunity to create a signature program.

**Question:** Unit Goal - What is your unit goal?

*Increased participation by students in Student Organizations*

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
I.B.1 Increase opportunities for engaged and experiential learning including service learning and internship programs.

I.B.5 Transform the concept of the college classroom and the delivery of education.

I.D Process Goal: Increase the diversity of the IPFW community.

II.C. Promote the development of opportunities for faculty and student engagement with the community for the application and integration of knowledge.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Medium

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

- Student Organizations are one of the easiest and most flexible ways for students to get involved, particularly for students who, due to their personal circumstances, would find it difficult to participate in more structured university programs.
- Student Organizations, especially cultural organizations, are an important engagement opportunity for minority students who may otherwise perceive a lack of representation in other University programs. Student organizations help to create safe spaces for marginalized student groups, and having strong cultural organizations can serve as a powerful recruitment tool for IPFW.
- Students who are involved in student organizations are engaged in both the application and integration of knowledge, and frequently engage with the community at IPFW and in the Fort Wayne area through their events, community service, and other activities.
- SLL currently facilitates a Student Organization Fair in the fall semester, and plans to expand to host a Fair in the Spring semester as well. The SLL Office would also like to increase the visibility of student organizations by featuring them in publications and social media targeted to a student audience.
- With the new software, students will be able to search student organizations and upcoming events, and stay engaged with the organizations with which they are already involved. Student organizations will have access to tools to communicate with their members and promote their activities.
- Promote the use of digital and guerilla promotion strategies by student organizations, in addition to, or replacing, fliers. This may involve creating additional outlets for student organization promotion, the promotion of emerging outlets such as digital signage, and directing students toward pre-existing resources for developing effective marketing campaigns, including looking at successful organizations on other campuses and creative corporate marketing.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

- Currently, student organizations are required to submit to the SLL office a member list by December 1 of every year. Using these lists, SLL is able to track organization membership from year to year, allowing SLL to respond appropriately to fluctuations in participation numbers. With the implementation of our new software in spring 2015, we will be able to monitor student organization membership in real time.
Question: Resources - Are you able to accomplish this unit goal with your current resources?

- Currently the SLL office would be able to accomplish this goal by continuing to use free resources that are available from the university as well as the new software that our department is purchasing.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

- Student organizations have stated that they have encountered difficulties trying to recruit new members. As stated under the previous goal, the nature of the student body poses unique challenges in engaging individual students outside of the classroom.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

- We estimate that achieving this goal will take longer than a year. However, with the implementation of our new software, we hope that in 6-12 months we will be able to learn much more about the habits of our organizations so that we can respond to their needs more effectively.

Criterion: #12: Goal Six - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Task Force:
1. Comment on the specificity of the goal:

Unsure as to how this goal is different than the previous 2 goals.

2. Comment on the goal's measures:

See comment 1

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

See comment 1

4. Comment on the goal’s relevance:

See comment 1

5. Comment on the timeline of the goal: See comment 1

Possible opportunities for collaboration or suggestions for addressing a gap:

n/a

**Question:** Unit Goal - What is your unit goal?

Greater collaboration with and support for student-led initiatives and programs

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.


II.C. Promote the development of opportunities for faculty and student engagement with the community for the application and integration of knowledge.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Medium

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?
SLL Student Life and Leadership

- Student-led programming is an important source of involvement opportunities for students, especially members of marginalized and/or underserved populations who may perceive a lack of such opportunities that represent them or serve their needs.
- Student-led initiatives represent a powerful source of knowledge application and integration, particularly for members of academically-based organizations, and leaders of all organizations. Students can expect to engage in planning, organization, and communication activities that will help them develop important professional skills.
- Student Life and Leadership will continue to partner with IPSGA on signature collaborative events, including Freshman Fest and Homecoming, while also seeking other opportunities throughout the year to collaborate to bring quality programs to students.
- IPSGA Student Senate has indicated strong interest in providing more training and resources for student organizations on fundraising and event planning, which represents a significant partnership opportunity for Student Life and Leadership.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

- We will continue to solicit feedback from our student organization leaders and students who attend by surveying event attendees and holding focus groups.
- The new software will allow us greater access to student interests and feedback by giving the individual user the opportunity to create profiles and communicate with SLL staff.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

- The new software will allow us to have an unlimited number of administrators, streamlining many collaborations. SLL is already in discussion about opportunities for collaboration with the Chancellor’s office, Career Services, IPSGA, and the Dean of Students Office. We anticipate that our opportunities for collaboration will continue to grow.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

- Some elements of our action plan will be contingent on willingness of student stakeholders to partner with SLL, which may shift with student turnover.
- As with any endeavor to support student-led programs, we must be conscious of the need to balance our support against the need for student organizations to be self-sufficient and self-directing.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

- We estimate that this goal will take longer than one year. However, we anticipate implementing many new training programs over the next year. Additionally, we hope to implement currently planned new collaborations with departments over the next year.
#13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

N/A

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

N/A

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

N/A

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

N/A

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

N/A

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

N/A

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

N/A

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?
**Criterion:** #14: Goal Eight - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

N/A

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

N/A

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

N/A

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

N/A

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

N/A

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

N/A

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

N/A
Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

N/A

**Criterion:** #15: Goal Nine - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

N/A

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

N/A

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

N/A

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

N/A

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

N/A

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

N/A

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?
Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

N/A

Criterion: #16: Goal Ten - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

N/A

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

N/A

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

N/A

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

N/A

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

N/A

Question: Resources - Are you able to accomplish this unit goal with your current resources?

N/A

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

N/A
Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

N/A

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

N/A