

Lead IUPUI Assessment Report
Office of Student Involvement
Fall 2010-Spring 2011

Lead IUPUI is a co-curricular leadership program which consists of a diverse array of programs that students can participate in throughout the year. Intentional assessment was conducted in Fall 2010-Spring 2011 on a variety of programs within Lead IUPUI, which include Emerging and Advanced Leaders Seminars, Student Organization Leadership Retreat, Student Organization Leadership Development workshops, and Catalyst. The following report outlines the data that was found, what students learned through participation, and how it can be used for program improvement.

Overview of Lead IUPUI

Lead IUPUI was implemented in Fall 2007 and has continually grown over the years. Each of the areas housed within Lead IUPUI has been mapped to learning outcomes and two Principles of Undergraduate Learning. These were intentionally used in the assessment of the programs through program evaluations and student reflections.

Guiding Leadership Philosophy

Supporting the diverse needs of campus life, Lead IUPUI provides purposeful learning experiences to empower students to be engaged and inclusive leaders in their communities.

Learning Outcomes

Students who participate in Lead IUPUI will not only gain experiences that support the Principles of Undergraduate Learning, but also:

- I. **Gain personal competencies**
(PUL: Core Communication and Quantitative Skills; Critical Thinking)
 - a. Obtain and strengthen leadership skills such as conflict management, communication and dialogue, teamwork, time management, proactive event planning, goal setting, and risk taking
 - b. Manage their organizational functions through the use of web-based technologies and physical space in the Cube
- II. **Develop a sense of personal leadership identity**
(PUL: Understanding Society and Culture; Values and Ethics)
 - a. Define their sense of purpose through the personal exploration of strengths, passions, and abilities
 - b. Value co-curricular learning as a complement to the classroom experience
- III. **Understand how their personal leadership identity relates to working with others**
(PUL: Understanding Society and Culture; Values and Ethics)
 - a. Practical application of experiences with intentional interactions with others who are different from themselves
 - b. Develop an even fuller understanding of themselves through their interactions with others
- IV. **Build community with the IUPUI and Indianapolis community**
(PUL: Integration and Application of Knowledge; Understanding Society and Culture)
 - a. Create partnerships with students, faculty, staff and organizations
 - b. Develop relationships through networking opportunities
 - c. Participate in idea-sharing as it relates to their organizations, programming, and leadership experiences
- V. **Connect to the IUPUI campus**
(PUL: Core Communication and Quantitative Skills; Critical Thinking)
 - a. Have an increased awareness of resources that are provided for students and organizations through the Office of Student Involvement and IUPUI
 - b. Effectively use their voice to create and engage in a positive collegiate experience for themselves and other students
 - c. Be able to navigate the IUPUI community and university system for positive outcomes

**Percentages were combined for the categories of Strongly Disagree and Disagree, as well as Strongly Agree and Agree.*

Emerging and Advanced Leader Seminars

These are monthly workshops that include topics on foundational leadership skills to more complex subjects. In these seminars, students are challenged to learn more about themselves, working with others, and their community. Students complete evaluations in the workshops and also may complete optional reflections online as well with the prompt, "What did you learn in this seminar? What life experience relates to this program? How will you use this information in the future?"

Emerging & Advanced Leaders

10 workshops

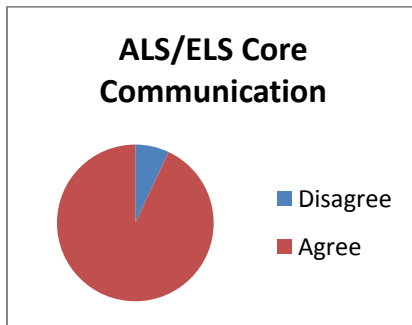
Total number of attendees: 84

Total number of evaluations: 67

Total Core Communication & Quantitative Skills Responses: 30

7% Disagree

93% Agree



Participant comments that support Core Communication & Quantitative Skills:

- "I also believe that the best thing a leader can do is to walk into a conversation with a strong positive mindset. This conveys confidence to who you are talking to and makes them want to be a part of the team. ... Listening is a key aspect of a good leader, by getting them to talk to you, you form a back and forth conversation that keeps both parties initiated and helps present each others view points." *Advanced Leaders Seminar Online Presentation – Passion and Inspiration*
- "...having the right communication skills with which to make the leadership role sustainable over a long period of time" *Advanced Leaders Seminar Online Presentation – Passion and Inspiration*

Total Critical Thinking Responses: 133

7% Disagree

93% Agree



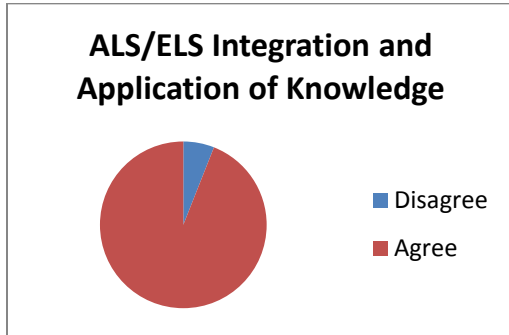
Participant comments that support Critical Thinking:

- “I will contemplate further on the goals and roles of my life, so that I will always be able to determine what is most important to me.” *Emerging Leaders Seminar – Balance and Time Management*
- “How to find the significance of purpose for me.” *Advanced Leaders Seminar – Finding Purpose*

Total Integration and Application of Knowledge Responses: 59

6% Disagree

94% Agree



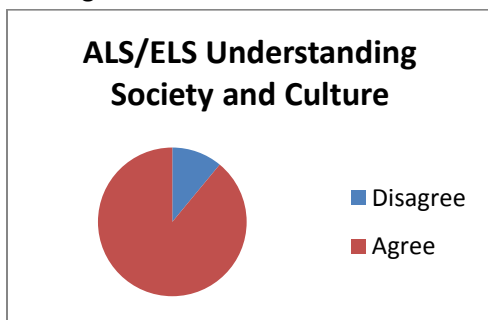
Participant comments that support Integration and Application of Knowledge:

- “I have been able to apply these rules to a situation I am going through at work right now, where I do not feel my team leader is a very collaborative one. I know I need to care for this person and this person’s needs, and from the seminar I think I can improve my relationship with this person.” *Advanced Leaders Seminar Online Presentation – Citizenship*
- “I learned how to prepare a professional functioning resume.” *Emerging Leaders Seminar – From Seminar to Resume*
- “I plan to use his profound ideals in my everyday life. Whether I am leading a group or just meeting new people I will convey my self confidence. I will also listen more and talk less in order to better understand their viewpoints of the matter at hand. I will continue to focus on the positive things during times of adversity in order to boost team morale. Most importantly of all, I will find ways to use my passions and beliefs to better lead my team through the rough times and onto successful outcomes.” *Advanced Leaders Seminar Online Presentation – Passion and Inspiration*

Total Understanding Society and Culture Responses: 60

11% Disagree

89% Agree



Participant comments that Support Understanding Society and Culture:

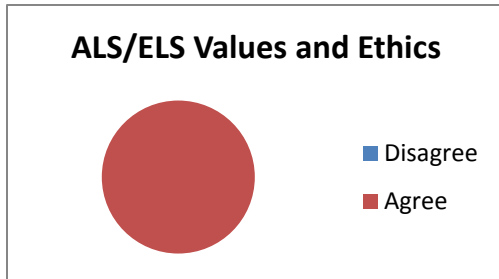
- “Helped me understand issues on identifying diversity.” *Emerging Leaders Seminar – Diversity and Multicultural Leadership*

- “The agency they were representing, McCoy, works to engage young people to raise their voices as leaders. Their presentation did not focus on famous leaders, instead it focused on the impact that young people can make in their communities without a lot of money, fame, or recognition.” *Advanced Leaders Seminar Online Presentation – Citizenship*

Total Values and Ethics Responses: 9

0% Disagree

100% Agree



Participant comments that support Values and Ethics:

- “This seminar on Finding Purpose taught me to identify my personal values...The seminar helped to assess my current behaviors and to determine what is not in-line with my personal values.” *Advanced Leaders Seminar – Finding Purpose*
- “I am encouraged to be consistent and stick to my core values.” *Advanced Leaders Seminar – Finding Purpose*
- “Most importantly of all, I will find ways to use my passions and beliefs to better lead my team through the rough times and onto successful outcomes.” *Advanced Leaders Seminar Online Presentation – Passion and Inspiration*

Student Organization Leadership Retreat

The Student Organization Leadership Retreat is an overnight leadership experience for new leaders or leaders who want to further their own leadership strengths and abilities. The retreat focused on recognizing and understanding your personal leadership style and how these unique styles play into the diversity of our organizations on campus.

Students were asked to share their commitments at the end of the retreat with the verbal prompt, “What are you committed to doing after this retreat.” Many connections can be made in the commitment statements to the PULs.

15 Total Attendees

Participant comments that support Core Communication:

- “Work on better communication”
- “Enhance communication skills”

Participant comments that support Critical thinking:

- “Knowing your strengths allows you to grow as a person and understand yourself better.”
- “True leaders know when they need to take a step back... Also allows you to realize what you need to improve on.”
- “I am committed to...Learning how my strengths interact more, to understand how I can find more success. Understanding and seeing the strengths in others.”

Participant Comments that support Integration and Application of Knowledge :

- “I plan to seek out the strengths of other members in my organization so that we can become stronger by sticking our strengths together.”
- “I plan to work to farther develop my strengths so I can be a more effective leader and group member.”

Participant comments that support Understanding Society and Culture:

- “Listen to their story before I assume”
- “I learned to really care for people and be more understanding of diversity.”

Participant comments that support Values and Ethics:

- I will commit to give others the opportunity to demonstrate their strengths and be more encouraging so they can feel a personal investment in groups/orgs I am a part of.
- “I vow that when a problem arises, I will no longer take the whole task on myself, but believe in my teammates, and work on it together.”

Student Organization Leadership Development (SOLD)

SOLD is a leadership development program for student organizations. SOLD is a set of workshops specifically tailored to student organizations. Students complete evaluations in the workshops and also may complete optional reflections online as well with the prompt, “What did you learn in this seminar? What student organization and life experience relate to this program? How will you use this information in the future?”

30 programs (Evaluations for 22 programs)

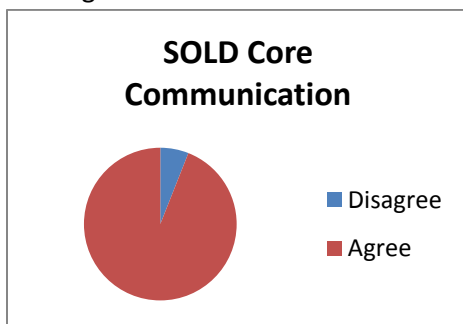
Total number of attendees: 281

Total number of evaluations: 188

Total Core Communication and Quantitative Skills Questions: 322

6% Disagree

94% Agree



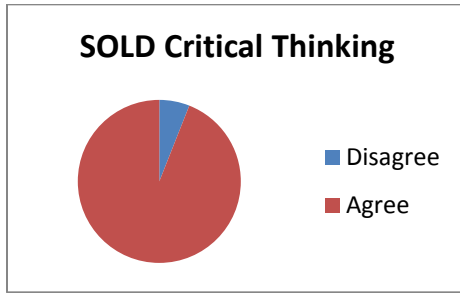
Participant comments that support Core Communication and Quantitative Skills:

- “How to approach people about issues and see their reasoning” *Dealing with Conflict in Your Organization*
- “I learned many new techniques on how to recruit from this presentation...” *Marketing and Recruitment*

Total Critical Thinking Responses: 314

6% Strongly Disagree

94% Agree



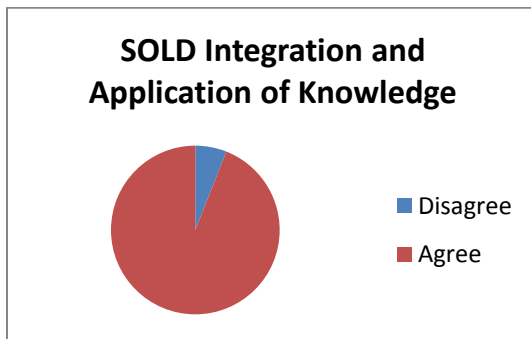
Participant comments that support Critical Thinking:

- "There are many ways to approach a problem and good ways to do so" *Dealing with Conflict in Your Organization*
- "...he really opened my eyes to different ways conflict can be solved." *Dealing with Conflict in Your Organization*
- "I learned the different steps you generally have to take when planning a program. Also, I learned that you need to think of all the possible things that could go wrong and how you will handle them if they happen." *Planning a Successful Program*

Total Integration and Application of Knowledge Responses: 99

6% Strongly Disagree

94% Agree



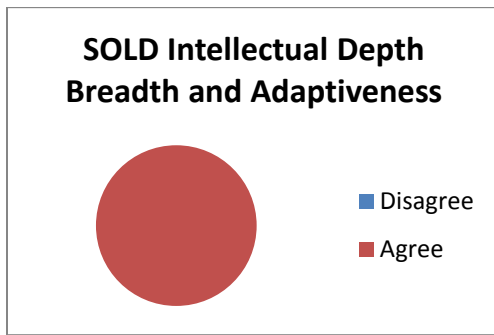
Participant comments that support Integration and Application of Knowledge:

- "I plan on taking the information I learned and apply it to a retreat or leadership session." *Dealing with Conflict in Your Organization*
- "I am on the swim team and I will be in a leadership role next year, being a senior on the team, and these tips will help me with ideas of how I can motivate my teammates. Also, this will help me in the future on motivating and recognizing my co-workers/employees." *Motivating and Recognizing Your Members*
- "Fun and creative ways to motivate and recognize our members." *Motivating and Recognizing Your Members*
- "It helped me to see what I need to do to plan an effective meeting with the Company next year." *Planning an Effective Meeting*

Total Intellectual Depth, Breadth, and Adaptiveness Responses: 23

0% Disagree

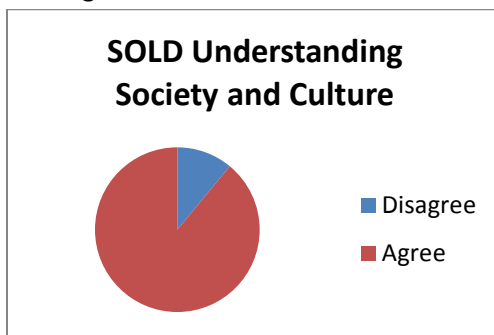
100% Agree



Total Understanding Society and Culture Responses: 9

11% Disagree

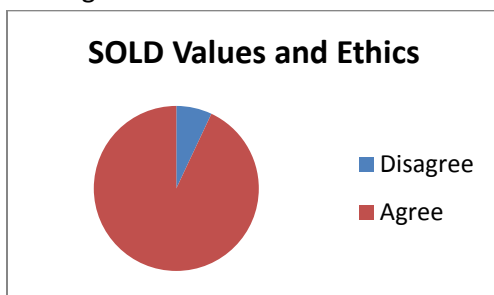
89% Agree



Total Values and Ethics Responses: 84

7% Disagree

93% Agree



Participant Comments that support Values and Ethics:

- “You must take inaccount that everyone has different values and vision for the org so you should try to combinded them to get the best of both ideas.” – *Motivating and Recognizing Your Members*

Catalyst

Catalyst is a one day leadership experience developed by LeaderShape ©. The program is designed to spark an interest in leadership for positive change in the student and has three main program areas in the day: choose your path, connect to others, and commit to action.

Students completed an evaluation at the end of the program and also were asked to respond to the prompt: “What did you learn from this program?”

1 program

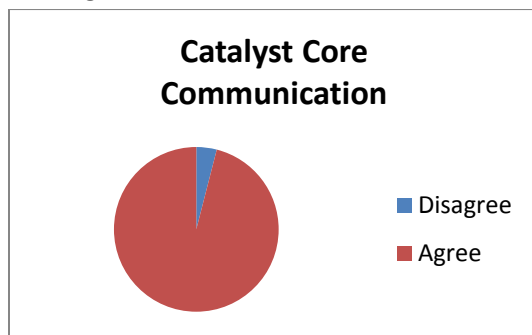
Total number of attendees: 54

Total number of evaluations: 45

Total Core Communication and Quantitative Skills Responses: 45

4% Disagree

96% Agree



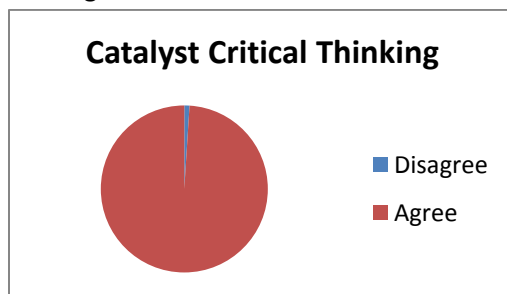
Participant comments that support Core Communication:

- "That other people share my same fears and problems and it is okay to open up and talk about them to other people."
- "How to positively frame challenges"
- "Leadership skills, empowering and inspiring skills"

Total Critical Thinking Responses: 89

1% Disagree

99% Agree



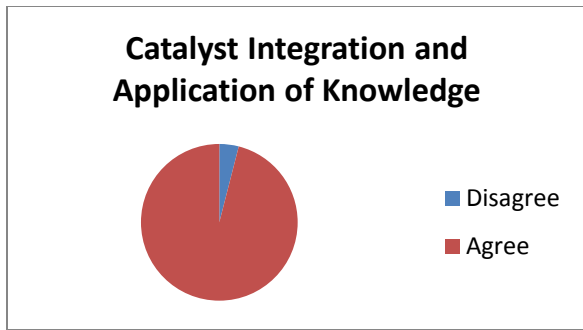
Participant comments that support Critical Thinking:

- "Looking at obstacles as opportunities can lead to creative solutions."
- "It is only through adversity that we can truly learn about ourselves and become a positive catalyst in other people's lives."
- "That other people are experiencing the same fears about not being sure of what their path in life is. This program led me to do a lot of self-reflection and be introspective."
- "If your organization falls apart without you, you were not a good leader."
- "Vital friends are something I've never thought of before and I noticed I take a lot of those roles on in myself, which needs to change."

Total Integration and Application Knowledge Responses: 90

4% Disagree

96% Agree



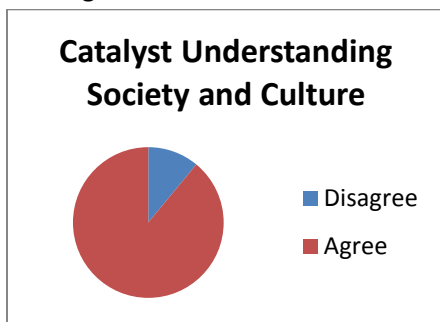
Participant comments that support Integration and Application of Knowledge:

- “I learned how I can help my organization excel.”
- “Got me more inspired to start a change in my life, student organizations and my own life.”
- “It is very easy to lose perspective once you start a project. You need to have ongoing assessment and flexibilities.”
- “I learned about myself, and what I need to do in order to be a more effective leader.”
- “Catalyst has provided me the insight to catapult positive change in my life.”

Total Understanding Society and Culture Responses: 45

11% Disagree

89% Agree



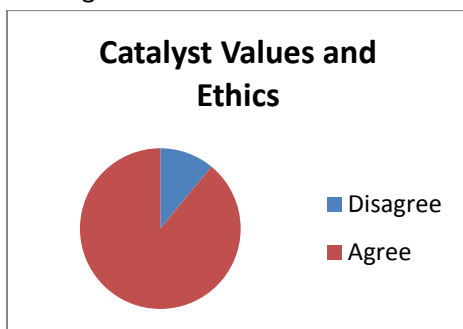
Participant comments that support Understanding Society and Culture:

- “We are alike in our difference”
- “I have learned that everyone is different. Every individual carries his/her own set of personalities and so we should be more understanding for everyone’s differences.”
- “Even though we are individual in our own Disc, we can use them all.”

Total Values and Ethics Responses: 45

11% Disagree

89% Agree



Participant comments that support Values and Ethics:

- “Leading with integrity”
- “I learned that I must make my own path and exemplify my leadership through my actions...”
- “...if your organization doesn’t thrive when you leave, you didn’t do your job as a leader.”

Data Analysis and Conclusions

Lead IUPUI has only been in existence for four years and fully recognizes that there is much room for improvement, growth, and refinement. The following conclusions can be drawn from the data presented above.

- The self-reported data from students that participated in Lead IUPUI events is very positive and supports that student learning is occurring in many different outcome areas. It supports the value of Lead IUPUI and out of the classroom experiences at IUPUI. It is clear that students are learning as a result of their participation in these programs.
- In comparison to data from the previous year, the results are very comparable and support the value of Lead IUPUI over a more extended period of time. Different groups of students have reported similar learning over the last two years.
- It was helpful this year to include more qualitative prompts to support some of the quantitative survey questions, in comparison to last year’s results. It will be important to continue to evaluate the program in future years to use the data over time to further assess and support the value of Lead IUPUI programs. In addition, because the online reflections for many programs do not have a strong response rate, program evaluations should allow for more comments and program reflection.
- Although all the results were very positive, there were a few PULs that scored lower comparably to others. These programs will need to be evaluated on their effectiveness and for areas for improvement. In addition, some areas showed very positive results in survey questions but when comments were analyzed, there could not be statements found to support the results or statements identified were limited. More data collections associated with these learning outcomes.
- In the analysis of qualitative data from leadership experiences that were experiential and longer in length (Catalyst, Organization retreat) participant comments seem to demonstrate more in depth learning with several different outcomes than the shorter workshops and seminars. More experiential, extended programs should be explored.
- There was a focus group conducted of Lead IUPUI participants in May 2011. The data collected demonstrated positive reported learning but statements were broad and did not provide detailed information about student learning. Staff found that it was difficult to incorporate in this PUL report. In the future, interviews might be more appropriate to complement other assessment data included in this report.
- At this time, all assessment measures included in Lead IUPUI are indirect. In the next year, it will be important to incorporate some direct assessment strategies to complement current indirect student reflections.