

Services & Activities Fee Annual Program Review

Program Name: Student Leadership, Involvement, & Community Engagement (previously CLCE)
Program Manager: Amber Hoefler, Director, SLICE
Fiscal Year: FY23

1. In what ways does your program support CWU students? Please be specific, yet concise.

Student Leadership, Involvement, & Community Engagement (SLICE) supports CWU students by creating spaces for students to develop a sense of belonging to campus, explore their personal identities and leadership potential, and promote positive social change within individual communities, the university and beyond. SLICE is a fairly new name on the CWU campus and is the result of merging of the Center for Leadership & Community Engagement with the Inter Club Association in summer of 2021. The merging of these units created an exciting new office on-campus known as the SLICE office. In December 2021, it was announced that SLICE would merge with Campus Activities and oversee ASCWU with the new Director position. In January 2022, the new Director (Amber Hoefler) began which solidified the organizational merge of leadership development, Campus Activities, ASCWU, service experiences, and registered student clubs (RSO). This budget (CLCE) primarily serves leadership development and community engagement experiences through direct service to students with Wildcat Leadership Academy, Leadership Seminars, Cat Camp, International Café, and a variety of service projects to engage CWU students.

All programs, services, and activities offered through SLICE center the co-curricular experience. Our intent is to create pathways for students to identify meaningful experiences at CWU to enhance their academic learning. One example is to centralize all of our service experiences, leadership programs, and club engagement through Presence with hopes that students can have access to a centralized co-curricular transcript of their involvement at CWU.

With two key functional areas in this unit, each offers services and experiences for students as they navigate their college career at CWU. SLICE leadership programs help support all students in pursuit of their own personal identity in leadership. Students can participate to discover their strengths and talents as they complete our leadership development programs. Through the Leadership, Wildcat Leadership Academy workshops, Cat Camp, and more students can deepen their personal/professional development, health and wellness, equity and justice, civic engagement, and develop a strong leadership foundation. SLICE leadership programs offer students space to apply their developing to their own academic and co-curricular journeys.

Community engagement experiences are centered around individual stewardship, shared governance, and unique connections to our on and off campus communities. projects help support CWU mission in preparing students to live responsible lives through stewardship experiences both on and off campus. Through these community connections students can deepen their connection and belonging to CWU, the Ellensburg community, and the global community. With a variety service experiences each quarter, students have an opportunity to develop an understanding of the shared impact volunteering can have on the environment, education, healthcare, and many other community-wide experiences. Students also have the opportunity to form connections between volunteer opportunities and their academic programs such as the pre-medicine club helping volunteer with the quarterly American Red Cross Blood Drive that saves about 80 lives.

2. What are your specific program goals or learning/operational objectives? How are you assessing the effectiveness of your program in achieving those targets?

At this time, SLICE assesses student learning in leadership programs like the Wildcat Leadership Academy, Cat Camp, and implemented a formal assessment plan for student volunteers on the community engagement side in fall 2022. The assessment strategy is to conduct individual event/program assessments but also quarterly overarching evaluations to measure the success of the programs. The vision for our assessment strategy is to have shared learning within all programs (assess the same core outcomes in all experiences, with individual programmatic outcomes/intended learning to be assessed). Additionally, this fall 2022, our unit began collaborating with Institutional Effectiveness to begin pulling retention and persistence data of students who engage in programming. The pilot model is set to be completed by January 2023 with hopes of regularly generated reports identifying strengths, and opportunities for support to CWU students.

Our goals and learning objectives focuses student persistence and retention to graduation. One framework we utilize is the “social change model” and prioritizes the student staff engaging to effect change on our campus, SLICE evaluates the student leader/staff experience (personal learning, functional connections, and peer to peer feedback).

SLICE focuses on belonging and connection to campus through the following learning objectives:

- Develop an understanding of what it means to serve well and how to put that knowledge into practice;
- Demonstrate critical thinking skills in new situations and experiences;
- Articulate decision making that is socially and personal responsible;
- Articulate personal values, beliefs, and feelings;
- Identify at least two connections with a professional staff, faculty, or student mentor at CWU;
- Understand how to effectively share talents and passions through community engagement;
- Develop an understanding of leadership skills and concepts to apply in their personal life;
- Empower students to become leaders and get involved on campus and their communities;
- Develop a set of skills gained from co-curricular experiences;
- Articulate a sense of pride in being a CWU Wildcat;
- Articulate a sense of connection and belonging to the CWU community.

Example of one of our quantitative program assessments from Yakima River Cleanup FY22:

As a result of participating in Yakima River Cleanup...	Agree	Strongly Agree	Total Agree/Strongly Agree
I developed an understanding of the importance of serving my community.	37%	61%	99%
I made a positive impact on community	30%	68%	99%
I demonstrated critical thinking skills in a new situation.	45%	42%	87%
I made at least one new connection with another CWU student	38%	58%	96%
I learned something new about myself related to my leadership style	43%	41%	84%
I am proud to be a CWU Wildcat.	29%	67%	96%
I feel a sense of connection and belonging to CWU and the local community.	38%	59%	97%

*76% respondent rate.

3. What is the overall purpose of your program and what service(s) does your program provide?
 - a. Are there overlaps or intersections with other university programs who have a similar purpose or service?

The purpose of the leadership program is to inspire students to become better leaders during their time at CWU to help prepare them for once they begin their careers. The leadership track focuses on creating unique experiences for students to develop by engaging in programs that help to facilitate connections between campus events, individual co-curricular learning, and their future aspirations. Community engagement and service-learning programs is to involve students in learning experiences that serve the CWU and Ellensburg community needs through direct service, community-based research, advocacy, and engagement opportunities. These programs must require reciprocal relationships among students, CWU, and the Ellensburg community in a mutually beneficial partnership.

SLICE prides its dedication to partnerships and collaborations both on and off campus. Whether that is with on campus departments such as the Sustainability Council, Wellness, DEC, and/or the Wildcat Farm along with one of our 50 plus MOU partnerships. Our dedication to service both for our students as well as their experience is an area of overlap with all of the stakeholders.

4. How does your program align with the purpose of S&A funding? *“Supporting co-curricular and extracurricular activities and programs participated in by students in the furtherance of their education.”*

All programs, services, and activities offered through SLICE center the co-curricular experience. Our intent is to create pathways for students to identify meaningful experiences at CWU to enhance their academic learning. One example is to centralize all of our service experiences, leadership programs, and club engagement through Presence with hopes that students can have access to a centralized co-curricular transcript of their involvement at CWU.

5. How does your program support CWU’s mission and goals? (<https://www.cwu.edu/mission/>)

Experiences within SLICE directly align with CWU mission in that the goal is to enlighten student grow their understanding of social responsibility. With our 50 plus MOU partnerships students can grow their understanding and knowledge of being a responsible citizen through food insecurities, sustainability initiatives and aiding in remedying the blood shortage. With quarterly blood drives, students, faculty and staff help through volunteering and donating blood to save approx. 100 lives. Through our continuous partnership with the Wildcat Farm, volunteers are able to learn about farm to table eating as well as sustainable farming. With Mid-Columbia fisheries, we are not only aiding in beautification but also helping to restore native vegetation along with decreasing risk of flooding around Ellensburg. Through leadership development and service, our staff and student participants engage in stewardship to the institution and local community.

6. Please provide detailed information regarding who utilizes your program? (*Students, faculty, staff, community? Specific demographic information? Class standing, gender, ethnicity, transfer, campus location, etc.*)

Presence is integrated with Peoplesoft to pull individual demographic information in the analysis portion of the portal. We gather this information by utilizing event check-in and confirmations to ensure we capture student

participants. The below information is finalized from FY22 and the FY23 data will be finalized at the end of FY23 with the S&A Annual Report

Participants by Race/Ethnicity FY22	Community Engagement	Leadership Development
Alaskan/Native American	17 (1.9%)	15 (1.7%)
African America/Black	24 (2.7%)	63 (7.2%)
Asian	94 (10.8%)	135 (15.5%)
Hawaiian/Pacific Islander	20 (2.3%)	24 (2.8%)
Hispanic/Latinx	127 (14.5%)	N/A
Multiracial	n/a	N/A
White/European/ Middle Eastern	470 (53.9%)	635 (72.8%)

*This demographic data is limited to information available through Peoplesoft generated through Presence. The data does not currently have attributes for all student identities including multiracial students, Hispanic/Latinx communities, separate Middle Eastern attributes, and many others.

Participants by Gender Identity	Community Engagement	Leadership Development
Male	222	498 (45.2%)
Female	477	604 (54.8%)
Trans	N/A	N/A
Non-binary	1	N/A
Prefer not to disclose	N/A	N/A

Our demographic data has limitations as there are limited attributes within Peoplesoft. We are hoping to expand the attributes so students can self-identify and/or have more accurate representation (ex. latinx, mixed-race, etc.).

7. How many unique CWU students utilize your program or services?
 - a. How do you gather these metrics?
 - b. If you do not, what is preventing you from getting that data and how are you determining usage by CWU students?

The below information is finalized from FY22 and the FY23 data will be finalized at the end of FY23 with the S&A Annual Report.

A few highlights:

1. WLA expanded the curriculum to include campus-wide events and developed a "WLA partner" designation. The partner designation offered credit to students attending a variety of events with a total of 1112 total attendees to at least one WLA designated event (854 unique attendees) over 42 WLA events.
2. SLICE's Community Engagement team has help led, organized and coordinated 62 events with students serving 1892.5 hours as volunteers. Key collaborators include with SLICE include the Wildcat Farm, Mid-Columbia Fisheries, International Office, Career Services, Music Department, and many other community partners.
SLICE hosted a total of 917 volunteers this year, among 558 unique attendees demonstrating that several students attended multiple service experiences.

In spring of 2022, SLICE hosted the nationally recognized program, Leadershape Catalyst, for 36 rising student leaders on campus.

Program/Event Participants FY22	Community Engagement	Leadership Development
Overall Participants	917*	1112
Fall Term	189	200
Winter Term	323	394
Spring Term	405	518

*Note: Community Engagement hosted 558 unique attendees and leadership hosted 854 unique attendees through at least one WLA tagged event.

We are able to gather individual metrics for all programs and services within Presence. Currently, we have 3028 unique CWU students who have engaged in either a club, organization, leadership experience, activity, or service experience engaging within Presence since August 2021. With this information, we can develop reports to break down the data by academic college, race/ethnicity, gender, and any other attributes reflected in Peoplesoft.

8. Are there any current vacant positions in your program?

Yes- one full-time Program Manager focusing on Community Engagement but is currently being supplemented with a temporary employee. We have hired an interim employee for the vacant Program Manager for Leadership Development and in the final stages of a search process to hire permanent employees for both positions. and are trying to get all approvals to launch the search as soon as possible. All student positions are filled with no vacancies.

9. Given the budget reductions taking place and continuing for the remainder of the funding cycle, please tell us what specific impacts those reductions have had on your program compared to what was originally planned and including in your initial base funding request.

Due to our vacancies, the reductions have primarily not impacted our budget as we can supplement them with salary savings; however, it will greatly impact us moving forward and our ability to host large events like paid keynotes, large workshops, etc.

10. Are there any circumstances or challenges that are currently impacting your ability to use your base funding allocation this year?

Due to the vacancies in our unit, we are able hoping to utilize our entire allocation to serve students; however, as we try to fill our team, we have not been able to offer the same services on the level we want to if fully staffed. We are anticipating utilizing our entire funding allocation for the year.

11. What growth or increases would you like to see in your program in the future?

SLICE as an entire department is continuing to develop consistent processes, practices, and connections for students. This year our team is focusing on developing the connections between the various functional areas to align pathways for involvement. One example is with club service experiences, designing pathways for group club service projects with the community engagement side of our unit. Another example is to facilitate leadership development during

service events to formally connect to the leadership side of the unit. The Wildcat Leadership Academy, leadership certificate program, is currently piloting many of these connections by allowing students to earn WLA credit by engaging in service, club engagement, university events/activities, and individual professional development. Additionally, SLICE is planning to create first-year and second-year student service and leadership experiences to increase engagement from the beginning of a student's collegiate journey.

Additionally, this year we are launching "involvement coaching" for our student staff to conduct a formal intake for students and serve as a peer mentor to help them identify areas of interest/personal development that SLICE can then provide informed recommendations/connections unique to that student. The larger goal and vision is to design a pathway for students to get connected directly to their specific areas of interest.

Finally, we are collaborating with the Dean of Undergraduate Studies and the CWU Provost to design and implement a comprehensive service learning program. This collaboration will focus on the Dean and Provost leading the academic pieces with SLICE serving as a liaison with community partners for students.

Our primary hope with expansion is to get fully staffed to begin implementing long term strategies. The turn over in our unit and on campus has added a variety of challenges for us to offer the highest quality of programming for students.