Services & Activities Fee Annual Program Review

Program Name: Student Leadership, Involvement, and Community Engagement (SLICE)-CLCE
Program Manager: Verónica Gómez Vilchis
Fiscal Year: FY2024

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

> 1. **Community Engagement**
>   SLICE fosters student engagement through collaboration with on- and off-campus partners, last year hosting 52 events that involved over 2,000 student volunteers. Initiatives such as the Spring Day of Service brought students together to make meaningful contributions to the community, including environmental conservation and local cleanups. Events like Boo Central and resource redistribution efforts enhanced students' sense of belonging by connecting them with peers and the broader community. Looking ahead to winter quarter, the Community Engagement team is infusing a service theme into the Winter Involvement Fair, scheduled for MLK Jr's birthday (Jan. 15) and coordinating Random Acts of Kindness Week into a cohesive program inviting participation across multiple areas.
>
> 2. **Leadership Development**
>   Leadership programs, such as Cat Camp, Late Night Leadership, and the Wildcat Leadership Community, empower students to grow as leaders while forming connections with peers and staff. These programs emphasize inclusion and practical skills, with activities that help students identify resources and foster a welcoming environment. Notably, Cat Camp reported 100% satisfaction among participants, with many forming valuable support networks. Looking ahead to winter quarter, the Leadership Development team is planning a March 1 conference for CWU students called The Power of You.
>
> Overall, SLICE programs directly contribute to CWU's core values by creating inclusive spaces, fostering personal and professional growth, and connecting students to their peers and the broader community.

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

> SLICE (CLCE) goals include:
> - Foster Leadership and Personal Growth: Empower students through leadership development programs like Cat Camp, cohort-based initiatives, and workshops that build practical skills, confidence, and connections.
>
> - Enhance Student Engagement and Belonging: Create inclusive spaces and opportunities through diverse events, and community-building programs that celebrate CWU's diversity and foster a sense of belonging.

- Promote Community and Civic Responsibility: Engage students in meaningful volunteerism and service projects through partnerships with on- and off-campus organizations, focusing on environmental stewardship and community improvement.

Due to the multiple leadership transitions, there was not a consistent way of measuring and evaluating the success of the programs. Utilizing Presence, the engagement software, provided the number of attendees at various events, and student demographic information. Moving forward there will be an assessment plan to capture feedback on the events and on the department to continuously improve and inform future programming.

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?

SLICE's mission and vision are:

Mission
Student leadership, Involvement, and Community Engagement (SLICE) actively serves the CWU community by developing opportunities that cultivate individual and collective engagement within leadership, civic engagement, and campus club experiences. Our purpose is to encourage a sense of belonging, identity exploration, and promote positive social change within individual communities, the university and beyond.

Vision
Our vision is to inspire a culture of service, leadership, and engagement contributing to the transformation of CWU into a model community characterized by equity, inclusion, and a profound sense of belonging.

Our Guiding values state that within the Student Leadership, Involvement, & Community Engagement (SLICE) office, our team, programs, experiences, and services strive to uphold and infuse the following values.

Growth: Broaden our understanding of self and others, and actively pursue our individual and collective potential.

Belonging: Develop and model welcoming spaces and experiences encouraging authenticity in all. Engage with and reflect on our participation and disruption of systems of power and privilege while offering tools to create and sustain an environment of compassion, equity, and community.

Courage: Explore new experiences, learn new skills, give/receive feedback, and explore possibilities in ourselves and others. Be brave and strive for excellence in all things. Actively explore vulnerability and its relationship in our journey to success.

Connection: Provide intentional involvement opportunities to reflect, explore, and learn from our connections to others, our peers, and our community to make a difference, build strong relationships and succeed in future endeavors.

There are various departments that do programming for students. SLICE's programming differs in its focus and capability of outreach. This led to building stronger and collaborative partnerships across departments to diversify programming and expand student outreach.

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

The SLICE (CLCE) program aligns strongly with the purpose of Services & Activities (S&A) funding by supporting cocurricular and extracurricular activities that enhance students' educational experience in the following ways:
1. **Leadership Development**: Programs like Cat Camp, Late Night Leadership, and the Wildcat Leadership Community provide students with opportunities to develop essential leadership skills, build connections with peers and staff, and apply these skills both on campus and in their communities. These initiatives complement academic learning by fostering personal growth, critical thinking, and problem-solving abilities—key competencies for future success.
2. **Community Engagement**: By organizing service projects and volunteer opportunities, such as the Spring Day of Service, SLICE enables students to apply their knowledge in real-world contexts. These experiences encourage civic responsibility and reinforce the importance of community contribution, bridging classroom learning with impactful, hands-on participation.

FALL 2024 HIGHLIGHTS
Leadership Development facilitated three key programs:
• **Late Night Leadership** – This program features speakers sharing leadership insights and journeys. Fall quarter featured two formats: A Student Leadership Panel and a Veterans Week speaker. 100% of attendees surveyed said they learned something meaningful and would recommend to others
• **Wildcat Leadership Community** (7-week program, offered quarterly) – This cohort-based program is designed to help students take the next step into becoming authentic leaders on campus and in their communities. Participants learn how to develop their own leadership profile, find like-minded peers, and help the community through service.
• **Lead Outdoors** (quarterly) – This program invites students to dive into leadership with a morning workshop and afternoon adventure. Fall quarter student participants completed a teambuilding and community workshop, then put these skills into action at three unique escape rooms.

Community Engagement worked with the following partners through programming collaborations and volunteer support:
• SLICE Clubs team - **Fall Involvement Fair**: 451 Univ101 students documented their attendance at the event (actual attendance was much higher), over 90 club members tabled, and 136 students visited the SLICE table
• ASCWU – **Wellington's Haunting**: supported volunteer sign ups
• American Red Cross – **Blood Drive**: 52 donors and 23 volunteers participated
• ASCWU – **Wellington's Wildfire**: supported partner sign ups and event check-in
• SLICE Clubs team – **Boo Central**: 34 departments and 132 club members tabled, 324 students and 306 Ellensburg community members (children and families) attended

> • EDA – **Downtown Clean Up**: 12 students volunteered; SLICE provided transportation for 2
> • Veteran's Center – **Veteran's Week**: supported volunteer sign ups
> • ASCWU – **Election Day Student Engagement Hub and Watch Party**: CE supported both events and volunteer signups for the Watch Party
> • OPR, SLICE Leadership team, and Washington Department of Fish and Wildlife – **Yakima River Clean Up**: 13 student volunteers attended along with a few Ellensburg Rotary members

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

> SLICE supports Central Washington University's (CWU) mission and strategic plan goals by fostering an inclusive, engaging, and supportive environment that enhances the student experience both inside and outside the classroom. Here's how SLICE aligns with CWU's mission and strategic goals:
> **1. Enhancing Student Engagement**
> SLICE provides diverse opportunities for students to actively engage with the campus and local community, which supports CWU's goal of creating a vibrant and inclusive student experience.
> - **Examples**: Programs like *Cat Camp*, multicultural events, and large-scale activities (e.g., Week of Welcome and Homecoming) foster community connection and school pride, creating meaningful ways for students to interact with peers, staff, and faculty. In addition become an active partner in planning and celebrating Juneteenth downtown.
> **2. Promoting Belonging and Inclusion**
> SLICE embodies CWU's commitment to equity and belonging by creating spaces and programs that celebrate diversity and foster inclusion.
> - **Examples**: Collaborating with International Studies & Programs to host International Cafés as well as partnering with multiple departments to support students attend the US Hispanic Leadership Conference.
> **3. Developing Leadership and Career-Ready Skills**
> Through programs that teach leadership and practical skills, SLICE helps students prepare for success beyond CWU.
> - **Examples**: Leadership initiatives such as *Wildcat Leadership Community*, *Late Night Leadership*, and *Lead Outdoors* align with CWU's goal to cultivate critical thinking, collaboration, and problem-solving skills essential for career readiness.
> **4. Encouraging Community Impact and Civic Responsibility**
> SLICE supports CWU's mission by connecting students to the local, regional, and global community through service and civic engagement opportunities.
> - **Examples**: Programs like *Spring Day of Service* and partnerships with organizations such as the American Red Cross and the City of Ellensburg help students apply their education in meaningful ways that benefit society.

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.*)

> SLICE's purpose is to serve students on the Ellensburg campus by fostering engagement, leadership, and community connections. Partnerships with Student Life staff at various CWU centers ensure programming is inclusive and accessible to all students. Events are free and open to the campus community, often attracting a diverse audience that includes faculty, staff, and community members. Faculty and staff play a vital role in collaborative planning, helping to create meaningful opportunities for leadership development and community engagement.

First-year students consistently show the highest levels of participation, followed by second- and third-year students. To enhance data collection and improve engagement tracking, SLICE will implement Suitable, a new platform, in Winter 2025 to replace Presence. This updated tool will enable staff to gather detailed insights on event attendance, including demographic data, helping to identify gaps and student groups that may be underrepresented. As student retention is a top priority at CWU, leveraging effective assessment tools is essential to ensuring all students are supported and engaged.

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?

Presence, the engagement platform, can track how many unique CWU students participate. About 1200 students would be considered unique in the system. Some events use Presence for check-in and other events a clicker is used to count how many students attend. The goal is that with implementing Suitable and having a structured system to obtain data there will be a much more accurate picture of the student population that interacts or attends SLICE events and programs.

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

The Director position has been vacant since June 1, 2024. There were multiple interim directors between fall 2023 and May 2024. The AVP of Equity and Belonging-Students continues to provide direct oversight until the position is filled.

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.

The budget reductions are significantly impacting the department in several ways, limiting its capacity to fully deliver the robust programming and student services that have defined its mission. Key effects include:

1. **Programming Limitations**: Reduced funding is placing constraints on the scale and frequency of events, requiring the department to reassess priorities and adjust the type of programs offered. While programming will continue, it will look different compared to previous years, with a shift toward more cost-effective or collaborative initiatives.
2. **Student Staff Hiring Challenges**: Budget cuts are limiting the department's ability to hire and retain student staff, which not only reduces available support for events and programs but also eliminates critical opportunities for students to gain leadership experience and professional development.
3. **Redistribution of Staff Responsibilities**: With fewer resources, existing staff are taking on additional responsibilities, requiring a redistribution of workload. This can create challenges in maintaining the quality and breadth of services while also increasing staff fatigue.
4. **Increased Collaboration Across Departments**: A notable positive outcome is the increased emphasis on cross-departmental partnerships. Budget constraints have fostered greater collaboration, breaking down silos and enabling broader student outreach. These partnerships are enhancing program diversity and efficiency, ultimately benefiting students through a more interconnected approach to engagement and belonging.

While the budget cuts are forcing the department to adapt and innovate, they also highlight the importance of sustained funding to fully support CWU's strategic goals of engagement, belonging, and student retention.

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

We anticipate using the budget allocated. As mentioned in the prior question the budget reduction impacts programming, student staffing, and staff workloads.

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

With reduced funding, the focus shifts from expanding the number of programs to prioritizing quality and strategic collaborations that maximize student engagement. The department is committed to ensuring that programming remains impactful and accessible, offering meaningful opportunities that reach a broader and more diverse student population.

A key goal is to increase participation among students from diverse backgrounds in community engagement and leadership activities. To achieve this, staff are intentionally examining promotional strategies and refining program designs to ensure they resonate with CWU's current and evolving student demographics. By aligning efforts with students' interests and needs, the department aims to foster inclusivity and create a stronger sense of belonging while maintaining the high standards of quality that students have come to expect.

Leadership Development program is exploring ways to expand WLC's capacity to engage more participants, and potentially add a year-long element. Community Engagement program is exploring ways to capture and potentially centralize all service efforts across the university, and how to utilize the Campus Compact model to support the university's Civic Action Plan.

This intentional approach demonstrates a commitment to equity and student success, even in the face of financial challenges, by focusing on impactful programming and initiatives that engage and support a diverse student body.