

Fort Hays State University- Division of Student Affairs

Learning Outcomes

2024-2025

By working with the various departments within the Division of Student Affairs,
Fort Hays State University students will:

- ❖ Develop their skills to communicate effectively.
- ❖ Demonstrate intellectual growth.
- ❖ Demonstrate continuing emergence of intrapersonal development.
- ❖ Engage in Healthy behaviors.
- ❖ Develop meaningful interpersonal relationships.
- ❖ Engage in matters of local, regional, and global social & civic responsibility.
- ❖ Appreciate diversity

Effective communication:

Examples of achievement include writes and speaks coherently and effectively; writes and speaks after reflection; being able to influence others through writing, speaking or artistic expression; effectively articulates abstract ideas; using appropriate syntax; makes presentations or gives performances.

Admissions

- ❖ **Goal:** This is a continued learning outcome that we concentrate on during our professional development days.

Learning outcome: Train our new staff members, while mentoring our returning staff into better presenters and tour guides.

We continue to certify our counselors about campus tours, campus visits, and high school/community college presentations. These training moments offer a time for constructive criticism during their training schedules throughout the year.

Administrative staff will provide training for staff members to perfect the art of positive persuasion.

Career Services

Demonstrate interpersonal communication and collaborative skills.				
Strategy #1	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Ready Competency: Oral Communication	Mock Interview Participation	Process Metric- Track number of student participants in f2f and online mock interview events	Career Services	Student Participation reports retrieved from Handshake each semester

	Mock Interview Rubric Results	Outcome Metric- 3-year comparison of rubric outcomes (longitudinal study)	Career Services	Reports retrieved at the end of each academic year from Aeifs
<p>During the Fall 2024 semester, 23 students participated in fall mock interviews. Rubric data for these students indicated a mean (average) mock interview score of 183 out of 240 (76%); a median score of 200 out of 240 (83%); and a mode score of 220 out of 240. (92%).</p> <p>Fewer students opted to participate in the mock interview opportunities, and fewer faculty required or encouraged students in their classes to participate. During the Spring 2025 semester, a formal mock interview event did not take place. Instead, Career Services staff worked with specific faculty to provide mock interviews for students in their classes. The staff also conducted mock interviews with individual students upon request throughout the year; those numbers are not reflected, as the metric is based on the scheduled mock interview days.</p>				
Strategy #2	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Ready Competency: Written Communication	Resume Review Participation	Process Metric- Track number of student resume review participants.	Career Services	Student Participation reports retrieved from Handshake each semester
	Resume Review Rubric Results	Outcome Metric- 3-year comparison of rubric outcomes (longitudinal study)	Career Services	Reports retrieved at the end of each academic year from Aeifs
<p>During the Fall 2024 semester, Career Services assisted 338 students with resume reviews. Rubric data indicated a mean (average) resume rubric score of 137 out of 180 (76%); a median score of 140 out of 180 (78%); and a mode score of 130 out of 180. (72%).</p> <p>During the Spring 2025 semester, Career Services provided resume reviews for 90 students. Rubric data indicated a mean (average) resume rubric score of 137 out of 180 (76%); a median score of 140 out of 180 (78%); and a mode score of 160 out of 180. (89%).</p>				

Health & Wellness Services

- ❖ **Goal:** Provide at least one outreach activity focused on improving intrapersonal development.
- Status:** Continued to work with students who are struggling with achievement in finding ways to be successful through accessibility or personal counseling. Working on ways to know of students in need in a more efficient and effective manner. Outreach to campus partners to better assist students in need.

Memorial Union

- ❖ **Goal:** By participating in fall and spring resume development activities, student employees will be able to articulate specific skills developed in their employment in the Memorial Union.

Status: In the fall and spring semesters, student employees in the Memorial Union participated in a guided activity with their supervisors to identify and articulate specific skills being developed in their employment in the Memorial Union and to highlight these skills on their resumes in future job searches. Students were asked to identify up to 5 skills, and all participating students identified at last 3.

Residential Life

- ❖ **Goal:** As a result of participating in student staff training for our Residential Life employees, students will be able to explain our conduct sanctioning, purpose of Residential Life, campus resources, and other aspects of their job.

Status: All student staff were able to identify 2 aspects they learned through training. Our Community Assistants felt prepared for Move-in during this school year after Community Assistant training. 96% of our Community Assistants said that they were prepared for move-in after going through training.

- ❖ **Goal:** By sending out newsletters to our students, they will have a better understanding of what activities are occurring around campus and will be more aware of cultural differences.

Status: Our Professional Staff sent newsletters to students about campus resources and upcoming events. Residential Life had over 800 residents attend events that campus partners hosted through our (RECC) programs.

Student Engagement

- ❖ **Goal:** Several programs created by the Student Engagement office provide a space for students to develop their teamwork and communication skills to be able to effectively communicate with others.

Intellectual growth:

Examples of achievement: produces personal and educational goal statements; employs critical thinking in problem solving; uses complex information from a variety of sources including personal experience and observation to form a decision or opinion; obtains a degree; applies previously understood information and concepts to a new situation or setting; expresses appreciation for literature, the fine arts, mathematics, sciences, and social sciences.

Health & Wellness Services

- ❖ **Goal:** Provide at least one outreach activity focused on improving intellectual development about a health-related topic.

Status: Dr. Curtis and Dave Bollig presented to Anthony Fox's Consumer Health class. The presentation focused on the importance of health insurance in the U.S. healthcare system.

Memorial Union

- ❖ **Goal:** After participating in the Memorial Union Student Employee Training Day, students will identify 3 goals for the 24-25 academic year to focus on meeting student employee expectations.

Status: At the training day, student employees are presented with a list of written expectations by their supervisors. After discussion and clarification of the expectations, students are asked to create 3 personal goals to focus on for the academic year related to meeting those expectations. All 25 student employees in attendance completed this task, and all students hired throughout the year went through a similar exercise. At the mid-points of the fall and spring semesters, students were given a reflection activity to reflect on their progress with the goals so far and identify next steps. All students were able to identify the next steps for at least one goal, and approximately 75% identified steps for all 3 goals.

Residential Life

- ❖ **Goal:** As a result of participating in Professional Staff training, our full-time staff will have the knowledge to help them fulfill their position duties.

Status: Professional training for our full-time staff encompasses 8 days with the goal of teaching them job fundamentals, including, advising, crisis management, and conduct management among other skills.

As a result of our Community Assistant participating in behind closed doors (a training session to prepare for crisis, involving both emotional & physical situations) they will be able to appropriately address on-off situations.

- 97% of our CA's felt prepared to address call situations.

Student Engagement

- ❖ **Goal:** This past year, we had programs and initiatives that allowed students to be creative, challenge their critical thinking, and problem-solving skills through a variety of leadership training and events.

Intrapersonal development:

Examples of achievement: shows self-respect and respect for others; initiates actions toward achievement of goals; takes reasonable risks; functions without need for constant reassurance from others; integrates multiple aspects of identity into a coherent whole; identifies and commits to important aspects of self; incorporates ethical reasoning into action; acts in congruence with personal values and beliefs; exemplifies dependability, honesty, and trustworthiness; accepts personal accountability.

Admissions

- ❖ **Goal:** Provide opportunities for growth by challenging our staff to hold themselves accountable toward their continuous efforts of good data input in HubSpot. The focus this past year was on logging meetings for all of our campus visit meetings.
Status: A weekly Hubspot report is generated, outlining their tasks of completion to produce growth in their recruitment areas.

Health & Wellness Services

- ❖ **Goal:** Provide at least one outreach activity focused on improving intrapersonal development.
Status: Health and Wellness Services has provided a variety of trainings, groups, presentations, and events during this year.
 - Sponsored and participated in Eating Disorder Awareness week.
 - Facilitated discussions with several campus entities about healthy behaviors and preventing burnout.

Student Engagement

- ❖ **Goal:** Most of our events involve getting students connected with one another and, for some, providing a space to explore outside of their comfort zone to personally grow and develop.

Healthy behaviors:

Examples of achievement chooses behaviors and environments that promote health and reduce risk; articulates the relationship between health and wellness and accomplishing life-long goals; exhibits behaviors that advance a healthy community.

Health & Wellness Services

- ❖ **Goal:** Develop at least one process that promotes health and wellness of FHSU students and helps them gain access to resources to accomplish improved healthy behaviors.
Status: Worked with advisors and campus partners to better understand how to support students and meet their needs.

Residential Life

- ❖ **Goal:** As a result, in participating in our health & wellness programs, students will have a better understanding of the importance of self-care.
Status: Residential Life has put on over 10 planned programs that have address the mental and physical health of students. Programs that were put on were: Walk & Chalk, Donut Stress, Potting, Grab & Go's, Puzzles & Coloring, Can We Just Talk, Study Sessions, Gratitude and how to be thankful, etc. These planned programs had over 200 students attend them. Had several Bulletin boards that featured Healthy Behaviors.

Student Engagement

- ❖ **Goal:** Partner with wellness programs to create self-care and supportive experiences.

Meaningful interpersonal relationships:

Examples of achievement: develops and maintains satisfying interpersonal relationships; establishes mutually rewarding relationships with friends and colleagues; listens to and considers others' points of view; treats others with respect.

Admissions

- ❖ **Goal:** Time continues to be allotted at PHD meetings for staff to share personal moments. We focus on a monthly PHD meeting to share what is going on in our personal lives. We also continue to offer any open comments during our "Joey Linn, Good of the Order" conversation at each meeting.

Health & Wellness Services

- ❖ **Goal:** Provide at least one outreach activity focused on improving intrapersonal development.
Status: Worked with campus partners to present on building healthy habits, and intellectual health. Provided Professional Development Day presentation on Accessibility services and how to be more accessible to all students.

Social and civic responsibility:

Examples of achievement: understands and participates in relevant governance systems; understands, abides by, and participates in the development, maintenance, and/or orderly change of community, social and legal standards or norms; appropriately challenges the unfair, unjust, or uncivil behavior of other individuals or groups; participates in service/volunteer activities.

Health & Wellness Services

- ❖ **Goal:** Develop a training to better help FHSU students understand different aspects of mental health and/or stigmatized populations

Status: facilitated a group to assist with Transitioning to College in Residential Life facilities.

Memorial Union

- ❖ **Goal:** By participating in the fall 2024 Student Employee Training Day action bound activity, student employees will be able to name and identify all Memorial Union full-time staff.

Status: Given the size of the student employee staff and the non-overlapping schedules that many of our staff have students and full-time staff getting to know each other has been difficult at times. During fall 2024 training, a treasure hunt using Actionbound was implemented where students had to identify and meet all full-time Memorial Union staff. The students worked in teams of 3-4. All but one team successfully met all Union staff, and the remaining team met all but one staff member.

Residential Life

- ❖ **Goal:** As a result of living on campus, students are better able to develop positive personal interactions and interpersonal relationship skills with their roommates and community members.

Status: Residence halls offer a variety of welcoming spaces for students to interact with each other and convene as groups. These spaces include community kitchens, study rooms, community lounges and game rooms.

Based on our Residential Life Annual Student Survey data:

- 89% of students felt their ability to meet other people was enhanced by living on campus.
- 90% of students felt living on campus enhanced their ability to resolve conflict.
- 87% of students felt living on campus allowed them to make meaningful connections with other residents.

- ❖ **Goal:** Students living on campus have the opportunity to participate in several levels of governance systems, exhibit leadership, learn about and actively participate in challenging social injustice.

Status: Students living on campus are provided with policies and community standards focused on creating an inclusive and fair community. Students in leadership roles are asked to enforce compliance with these policies. Additionally,

all students have the opportunity to participate in community councils, and the Residence Hall Association. These groups offer opportunities to change and challenge policies and community standards.

- A variety of programming is also hosted throughout the year to encourage students to learn about laws, issues, and social injustice as well as offering the opportunity to engage in creating change. A few of these programs include:
 - Several programs that revolved around alcohol, drugs, and laws of what happens when you get it. Educational impaired Mario cart, pong tournament, bulletin boards on consent, etc.
 - Several programs around cultural differences, which ties to social injustice. Programs are- Cultural Movie nights, Diversity Donuts, Diversity Dance, etc.
 - Programs also on women empowerment that talked about current issue and how to change your oil.

Student Engagement

- ❖ **Goal:** Continue to encourage all student organizations to get their service hours each year, host service-learning events, and collaborate with departments and organizations to elevate existing programs.

Appreciate Diversity

Understands one's own identity and culture. Seeks involvement with people different from oneself; Seeks involvement in diverse interests; articulates the advantages and challenges of a diverse society; Challenges appropriately abusive use of stereotypes by others; understands the impact of diversity on one's own society.

Health & Wellness Services

- ❖ **Goal** Provide at least one service that is focused on diversity and engaging others with identities and/or cultures.
Status: Performed Disability Awareness week activities. Including Fun Facts with Coffee, information sessions with accessibility staff, and tabling in the Memorial Union about accessibility etiquette and supporting students who have a disability or diagnosis that may impact their academic journey.

Student Engagement

- ❖ **Goal:** Continue to develop a sense of belonging among all our students at our events and the FWCSS space.