

# Student Affairs Assessment Written Report

Unit Name: ABC Unit

Date: September 2008

## Intended Outcome (learning outcome)

Multi-Cultural Assistants (MCAs) will demonstrate the ability to examine multi-cultural issues from their cultural perspective and one other minority perspective.

## Experiences, Programs, Services, or Interventions

- Staff Diversity Training, six week training series with active programs – Fall and Spring Semesters
- Continued one-on-ones with supervisory staff throughout the semester
- Training on design and implementation of feedback/assessment forms of staff programs- online forms in UWSP Sharepoint

## Methods

- Pre-training quiz and post-training quiz of Multi-cultural topics and minority perspective
- Track Multicultural Programming efforts of MCAs in web based tracking system to determine content, staff type and frequency.
- Review student and staff that attended MCA sponsored programs feedback/assessment forms of multi-cultural programs.
- Multi-Cultural Assistants will submit two page reflective papers on how they see the training has broadened their understanding of their culture and a minority culture. Utilize rubric to evaluate learning and see if students have a broadened perspective.

## Results

- Review of pre and post training test showed that 75% of staff that attended the six week training was able to demonstrate the ability to examine an issue from their cultural perspective as well as one minority perspective.
- A review of the web based tracking system revealed that at least one hall per month was “multi-cultural” and 80% of these programs were program topics covered in the 6 week training. Total programs for Academic year were 82. These 82 programs comprised 95% of the multicultural training in the halls.
- A review of student and staff program feedback/ assessment forms of those who attended these hall programs found that over 50% of attendees reported that they “looked at an issue from another perspective, outside of their own culture” as a result of attending the training.
- After a review of the 12 reflective papers submitted by the MCAs, the rubric results indicated that MCAs were “developing” the ability to view issues from more than one cultural perspective, however it was evident it was not a skill fully integrated into their daily life.

## Implications for Practice

- While the results are generally positive, it is still not clear whether the students attending programs are also achieving the learning outcome. Will have to examine other means to track this information.
- Increase the goal from 50% of program attendees report that the program had its intended outcome to 75% of the following year.
- Increase 6 week training to 8 week to give MCA’s more time to learn and increase number of active program topics and comfort level with material.
- Continue tracking multicultural programs and reviewing papers.
- Consider training other Staff members on multicultural issues and programs to increase outreach.