

Women's Center Assessment Plan for 2007

The Women's Center recognizes that the challenges of college life require of UND students a variety of personal strengths and problem solving skills. The mission of the Women's Center is to provide a safe, respectful and supportive environment, which is conducive to learning about issues that affect the lives of students, faculty and staff on campus. A major goal is to coordinate efforts toward the removal of social, political, and economic barriers to women's full participation in society. This is accomplished in part, by offering educational programs that enhance academic, social, and personal experiences of all participants in the university community. The Women's Center advocates positive personal and societal changes, which serve to promote healthier lifestyles for all people. The Women's Center best responds to those challenges by providing the type of transformative learning outcomes as emphasized in *Learning Reconsidered: A Campus Wide Focus on the Student Experience*.

Upon review of department, institutional and general educational goals, the following learning outcomes were identified for use in the Women's Center assessment plan:

- Cognitive Complexity (critical thinking, effective reasoning, emotion/cognition integration; reflective thinking)
- Interpersonal and Intrapersonal Competence (Realistic self appraisal and self understanding; personal attributes such as self esteem, confidence, ethics and integrity, meaningful relationships; interdependence)
- Humanitarianism (understanding and appreciation of human differences; social responsibility)
- Practical Competence (effective communication; capacity to manage one's affairs; maintain health and wellness; living a purposeful and satisfying life)

Methods for assessment will include a variety of direct and indirect sources, e.g., surveys, evaluations and interviews.

Target groups:

- Students enrolled in IMPACT classes/workshops
- Students participating in programs sponsored/co-sponsored by Women's Center

Target Group #1: Students enrolled in IMPACT classes/workshops

Learning Goals and Methods:

The UND Psychology Department, in collaboration with the UND Women's Center, will administer a pre and post psychological instrument to measure the following learning outcomes:

- Interpersonal and intrapersonal skills

- Knowledge acquisition, integration, and application
- Practical competence
- Humanitarianism

The UND Psychology Department utilizes two primary tools for the assessment of self-esteem: Rosenberg's Self-Esteem Scale (RSES; Rosenberg, 1965); and the Self-Esteem-Self-Efficacy subscale of the Rogers Empowerment Scale (Rogers et al., 1991).

The RSES is a 10-item self-report instrument that assesses self-esteem by asking a participant to rate the degree to which they agree or disagree with statements pertaining to self-image and self-perception.

The Empowerment Scale (Rogers et al., 1991) is a 28-item self-report instrument that operationalizes the variable "empowerment" using five factors: Self-Esteem-Self-Efficacy; Power-Powerlessness; Community Activism and Autonomy; Optimism and Control Over the Future; Righteous Anger.

The total sum of all items serves as the index of an individual's level of personal empowerment. Additionally, the program uses a questionnaire to assess a participant's rating of their task specific self-efficacy relevant to self-defense.

The Women's Center will also use journaling with students in the IMPACT class to measure attitudes toward violence and a student's definition of it; attitudes toward victims of violence; definition of healthy relationships (personal and professional); belief in confidence to defend oneself, verbally as well as physically in every day life. The journals reflect a student's attitudes and abilities prior to, during the workshop/class and upon completion of workshop/class.

Assessment Results:

Data prepared by the UND Psychology Department is reviewed by the Women's Center Director to identify common themes that emerge.

Closing the Loop:

Common themes will be identified through the assessment data. This information will be utilized to determine and/or develop more specific learning goals and methods.

Target Group #2: Students participating in programs sponsored/co-sponsored by Women's Center

Learning Goals and Methods:

Methods for assessment will include pre- and post questionnaires pertinent to the topic presented; program evaluations, and interviews with participants, in order to measure the following learning outcomes:

- Interpersonal and intrapersonal skills
- Knowledge acquisition, integration, and application
- Practical competence
- Humanitarianism

Assessment Results:

Assessment methods will focus on measuring the number of students that participate in the program/s/; their knowledge of services/assistance available to them relative to topic; what was learned from the program and how he/she may apply this knowledge to his/her life.

Closing the Loop:

The data gathered during the assessment process will be reviewed by the Women's Center staff to determine how the Center is meeting its goals and how programs and services may be changed or modified to better meet the needs of students.