Section B: Please provide the following information **for each degree program** (undergrad and grad) or unit that has (or will be) collected data on learning outcomes this Spring 06.

1. **For this semester, identify which learning outcome(s) was (were) the focus of assessment.**

For spring semester, we decided to focus our assessment on our general student population that utilizes MOSAIC for various reasons. Originally, we were going to assess our Diversity Advocate Interns, however, due to budgeting constraints our DAI program collapsed this semester and we were unable to assess this group. The learning outcome we identified was: “Has MOSAIC increased your level of awareness and sensitivity about diversity issues?”.

2. **For each learning outcome, identified in item 1, what direct (performance measures) and indirect (e.g. surveys) information/data were collected, how much, and by whom this Spring 06?**

We assessed our students by using our standard “MOSAIC General Survey” that we hand out every year at our End of the Year Student Recognition & Awards Banquet. We collected 45 responses and the results of the learning outcome is as follows:

**Has MOSAIC increased your level of awareness and sensitivity about diversity issues?**

- 34 out of 45 said Yes;
- 6 out of 45 said Some;
- 2 out of 45 said No;
- 3 out of 45 did not respond

3. **For data collected Fall 05, how and when were the data summarized, analyzed and discussed? (e.g. faculty retreat, assessment/curriculum committee, report to the faculty).**

For our Fall 05 assessment, we gave each of our DAI (6 of them) a pre-assessment questionnaire at the beginning of the academic year and a post-assessment questionnaire before they left their positions in December. The data was collected
and summarized and a follow-up discussion was completed with each intern. My staff and I reviewed the data at one of our weekly professional staff meetings and discussed how we could improve the program. The following learning outcomes were identified and assessed:

1) Advanced Leadership Skills
2) Effective Communication Skills
3) Identity Development and Empowerment
4) Appreciation for Cultural Diversity and Global Perspectives

4. What findings emerged from departmental analysis of the information/data collected in Fall 05?

We learned that the DAI students found the program to be highly effective and important to the mission of the MOSAIC Center. As it relates to the specific learning outcomes identified in #3 above, here are the results:

(All six interns answered the following questions.)
Please rate yourself on a scale of 1-5, 5 being the highest score.
1: strongly disagree, 3: agree, 5: strongly agree

1. I feel that my leadership skills are stronger from being a MOSAIC intern this semester (understands group dynamics, exhibits democratic principles as a leader, is a team-player, make ethical and moral decisions).

   Group Average: 3.7
   1 person answered “3”; 1 person answered “4”; 4 people answered “5”

2. My communication skills are more effective due to my position at MOSAIC (writes and speaks coherently, able to influence others through writing, speaking, or artistic expression, uses inclusive language).

   Group Average: 3.7
   1 person answered “3”; 1 person answered “4”; 4 people answered “5”

3. I have a stronger sense of identity and am comfortable with who I am since working at MOSAIC (understands ones own identity and culture, is able to develop and articulate personal belief systems).

   Group Average: 4.7
   1 person answered “3”; 5 people answered “5”

4. I am more knowledgeable about other cultures and value global perspectives since working at MOSAIC (seeks involvement with people different from oneself, confronts stereotypes by others, understands the concept of “privilege”, and has an appreciation for diverse thoughts and opinions).

   Group Average: 4.7
   2 people answered “4”; 4 people answered “5”
5. What actions are planned to address the findings? (e.g. curricular revision, pedagogical changes, student support services, resource management.)

Since our findings were mostly positive, it appears that our current programs & DAI program is successful. We will however continue to explore how we can improve our programs and our DAI program in order to achieve a higher rating. We plan to review our current programming model and also look at what other campuses are doing as it relates to national trends and their learning outcome based programs.

6. Describe plans to collect data on additional learning outcomes next semester.

We hope to continue to assess both our general student population as well as our diversity advocate interns using the same survey’s and questionnaire’s. We may decide to focus on a different learning outcome however since this was the first year we have done this, we may use the same learning outcomes so that we can have some comparative data. Although it is more difficult to assess our general population as they are not a controlled group, it is important for our center to continue to collect data to determine how we are doing as a center and whether or not we are having a positive impact on the campus community.