Student Affairs Student Outcomes provide a common language and assessment framework to guide efforts in supporting the holistic learning and development of University of Alaska Anchorage students with priority to the areas of sense of self, balanced life choices, global citizenship, and creative application.
STUDENT AFFAIRS STUDENT OUTCOMES

SENSE OF SELF – Integrates an awareness of personal skills, abilities, values, and beliefs into the development of identity, sense of purpose, motivation, commitment to self-respect, and goal realization.
• Accepts personal accountability and demonstrates integrity and commitment to ethical reasoning
• Illustrates willingness to examine and contemplate one’s own belief system and consider constructive feedback from others in order to improve one’s self, work, and environment
• Sets, articulates, and demonstrates commitment and initiative to pursuing individual goals

BALANCED LIFE CHOICES – Makes decisions that support academic, career, and personal success by accessing resources and engaging in environments that promote health, reduce risk, and create balance among wide-ranging pursuits.
• Articulates the relationship between physical, mental, and spiritual health and wellness in accomplishing goals
• Creates strategies for financial planning and understands the implications of money management decisions
• Leverages career exploration opportunities and professional preparation to achieve productive and satisfying lifestyles

GLOBAL CITIZENSHIP – Engages collaboratively and cooperatively with others, while incorporating diverse perspectives and contributing one’s talents to make a difference within the community.
• Develops effective leadership skills to guide or support others in achieving a common goal and encourage commitment and action in others
• Establishes and sustains meaningful and supportive relationships with others through respect and appreciation for similarities and differences between cultures and group dynamics
• Considers the welfare of others while participating in society with a sense of civic and social responsibility

CREATIVE APPLICATION – Connects knowledge, resources, and life experiences to generate new insights, solve problems, and create strategies to apply in diverse settings.
• Demonstrates independence and interdependence and maintains a sense of flexibility, adaptability, management of ambiguity, and resilience
• Distinguishes appropriate communication methods, use of technology, and level of professionalism for different situations and audiences
• Recognizes acquired transferrable skills and one’s capacity to create new understandings from learning activities, reflections, and interactions with others.
Assessing Student Learning & Development

Student Affairs (SA) has been intentionally building assessment capacity and developing a culture of evidence since 2011. With national research supporting that “learning and personal development during the undergraduate years occurs as a result of students engaging in both academic and non-academic activities, both inside and outside the classroom”, SA demonstrates its commitment to student learning by making the development and measurement of student learning and programmatic outcomes a priority (Astin, 1993; Pascarella and Terenzini, 1991).

Building a Culture of Learning
Throughout FY13, SA departments engaged in student learning outcomes workshops and trainings led by the Student Affairs Assessment Team (A-Team), Dr. Maggie Culp - a nationally recognized educator, author, and consultant, and the Coordinator of SA Research, Assessment and Staff Development and began drafting outcomes. SA departments continued to advance the student learning outcomes agenda in FY14 and FY15 by establishing at least two primary student learning outcomes and developing an assessment plan for measuring each. Each year, this effort resulted in the compilation of approximately 40 specific and measurable student learning outcomes that illustrate the value of SA programs and services.

Creating a Common Language
To further support institutional alignment efforts, Student Affairs Advocates for Visible Learning (SA ePortfolio team), in collaboration with the A-Team and Student Affairs Leadership Team, established the new Student Affairs Student Outcomes (SASO’s). Student Affairs aims to create and sustain an environment that supports students to attain these desired outcomes and become the best versions of themselves.

SASO’s provides a framework for Student Affairs to align engagement activities and services to student learning and development and a systematic approach for the measurement of student learning outcomes Student Affairs wide. This framework serves as a guide and common language in understanding contributions to student learning, creating meaningful interactions with students, presenting opportunities to students, and building connections between learning and growth occurring throughout their academic coursework, career preparation, outside-the-classroom activities, and daily life.

Developing a Holistic Framework
Student Affairs Student Outcomes support the holistic learning and development of students with priority to the areas of sense of self, balanced life choices, global citizenship, and creative application.

Introduced throughout FY16, SA departments will build on SASO’s by supporting at least two learning outcomes that align with this framework and measuring those outcomes throughout the year. FY17 will also introduce a common question bank to support the systematic measurement of the SASO’s.
STUDENT AFFAIRS ORGANIZATION DEVELOPMENT PROCESS

FY11 MINDSET
- Introduce assessment, outcomes, core themes, & CAS Standards

FY12 FOUNDATION
- Develop Core Themes
- Solicit Opportunities
- Set Priorities
- Implement Opportunities

FY13 BUILDING
- Solicit & Implement Opportunities
- Conduct CAS Self-Assessments
- Implement Program Enhancements
- Establish Performance Indicators & Data Points

FY14 ASSESSMENT
- Solicit, Implement, & Assess Opportunities
- Assess Program Enhancements
- Report on Performance Indicators & Data Points

FY15 ALIGNMENT
- Develop holistic Student Affairs learning outcomes framework
- Connect SA outcomes framework to UAA GER Student Learning Outcomes and institutional priorities
- Finalize a systematic approach for measuring learning outcomes throughout Student Affairs
- Define Program & Student Learning Outcomes
- Assess Program & Student Learning Outcomes

UAA Student Affairs Student Outcomes | 3
Through a holistic ethos of learning Student Affairs is able to clearly demonstrate alignment with and support of the institution’s mission, core themes, and General Education Requirement Student Learning Outcomes. In accordance with the Northwest Commission on Colleges and Universities’ (NWCCU) - Standards for Accreditation, section 2.D Student Support Resources, SASO’s is a clear demonstration that student affairs co-curricular activities are consistent with the institution’s mission, core themes, programs, and services and are governed appropriately (Standards 2.D.11).

This tool is grounded in the learning and development outcomes identified by the Council for the Advancement of Standards in Higher Education (CAS), Liberal Education and America’s Promise (LEAP) essential learning outcomes by the Associate of American Colleges & Universities (AAC&U), and attributes valued most by employers from the National Association of Colleges and Employers (NACE).

The graphic below serves as a visual representation of the complementary alignment across UAA Core Themes, Student Affairs Student Outcomes, and UAA General Education Requirement Student Learning Outcomes.

<table>
<thead>
<tr>
<th>UAA Core Themes</th>
<th>UAA Student Affairs Student Outcomes</th>
<th>UAA General Education Requirement Student Learning Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching and Learning</td>
<td>Sense of Self</td>
<td>Communicate effectively in a variety of contexts and formats.</td>
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<tr>
<td></td>
<td>Balanced Life Choices</td>
<td>Reason mathematically and analyze quantitative and qualitative data competently to reach sound conclusions.</td>
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<tr>
<td>Research, Scholarship, and Creative Activity</td>
<td>Sense of Self</td>
<td>Relate knowledge to the historical context in which it developed and the human problems it addresses.</td>
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<tr>
<td></td>
<td>Balanced Life Choices</td>
<td>Interpret different systems of aesthetic representation and understand their historical and cultural contexts.</td>
</tr>
<tr>
<td>Student Success</td>
<td>Sense of Self</td>
<td>Investigate the complexity of human institutions and behavior to better understand interpersonal, group and cultural dynamics.</td>
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<tr>
<td></td>
<td>Global Citizenship</td>
<td>Identify ways in which science has advanced the understanding of important natural processes.</td>
</tr>
<tr>
<td>UAA Community</td>
<td>Global Citizenship</td>
<td>Locate and use relevant information to make appropriate personal and professional decisions.</td>
</tr>
<tr>
<td>Public Square (Community Engagement)</td>
<td>Global Citizenship</td>
<td>Adopt critical perspectives for understanding the forces of globalization and diversity.</td>
</tr>
<tr>
<td></td>
<td>Creative Application</td>
<td>Integrate knowledge and employ skills gained to synthesize creative thinking, critical judgment and personal experience in a meaningful and coherent manner.</td>
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