



# SACRAMENTO STATE

## Student Organization & Leadership

ACADEMIC YEAR 2017-2018

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## Executive Summary

We know that not all learning on a university campus takes place in the classroom. Staff in Student Organizations & Leadership (SO&L) are committed to encouraging and helping students become involved in campus life through a variety of leadership programs and more than 300 clubs and organizations.

Through any combination of these activities, students can learn democratic group procedures, expand tolerance and respect for fellow human beings, develop and maintain concern for vital issues, gain an appreciation of the aesthetic and cultural aspects of life, and participate in wholesome recreational activity. Getting involved on campus is a great way to meet people, make lifelong friends and contacts, enrich the total educational experience and make a large University seem more personal. Finally, emerging research shows that students who are engaged in University life *outside* of the classroom do better *inside* the classroom - and are more likely to persist to graduation.

This academic year, SO&L analyzed the community service hours and dollars raised by recognized social Greek organizations on campus. They found that during the 2017-2018 academic year the fraternity and sorority community completed 35,547 hours of service and raised \$157,838.77. All peer facilitators reported having to have been able to build relationships with fellow facilitators and confidant.

The completion rate for the final Leadership Initiative increased by 100%; however, only two students expressed interest in the LI Peer Consultant program. This year, new workshops included Servant Leadership, Collaborative Leadership, Women in Leadership, and The Importance of Sharing Your Story. Ninety two percent of participants in these workshops reported that they believed the learning outcomes of the workshop were reached and that they left the workshop with a better understanding of the topics covered.

Funding by finding or recruiting back additional vendors increased compared to the prior year. Results showed that SO&L saw an increase of \$1,011.00.

Student organizations participated in service and civic engagement. SO&L sought to collect baseline data on the number of service hours completed for each sports club, and found 13 out of 18 clubs had completed their community service requirement for the year. Sports club presidents experienced leadership skills through increased responsibilities, leadership training and development opportunities.

Resources for clubs were added on our website and funding for sport clubs increased by 76% from the previous year.

## **Mission Statement**

Student Organizations & Leadership (SO&L) advocates for students and contributes to learning, development, and retention by providing opportunities for involvement, leadership, and empowerment through a wide variety of organizations and programs. These experiences nurture campus pride and student success to advance an inclusive and equitable community.

## **Department Services**

Student Organizations & Leadership provides a variety of services to clubs and organizations including: general advisement, leadership development programs, and access to University resources.

SO&L also manages the Leadership Initiative and provides support to those participating in it.

SO&L staff also assists organizations in establishing links with the Sacramento community for volunteer service programs. SO&L is located on the second floor of the University Union, and staff there are eager to answer questions and provide information on the many opportunities open to all students.

## **Staffing**

Nicki Croly – Interim Director

Josh Mandel-Sonner – Assistant Director

Christina Armstrong-Smith - Leadership Programs Coordinator

Megan Piermarini – Greek Life Advisor

Ashley Torres – Program Advisor

Jose Napoles – Leadership Program Advisor

Gwen Anderson – Office Coordinator/ Resource Analyst

Aleia Luster – Administrative Support Coordinator

Jackie Pulatie – Sport Clubs Administrative Assistant

## Departmental Dashboard

### STUDENT ORGANIZATIONS

Data Item	Fall 2017	Spring 2018
Total number of registered student organizations	318	337
Number of registered academic organizations	143	154
Approximate number of students participating in academic organizations	6477	6755
Number of registered cultural organizations	33	31
Approximate number of students participating in cultural organizations	889	875
Number of registered fraternities	15	18
Approximate number of students participating in fraternities	507	523
Number of registered Greek councils	5	5
Approximate number of students participating in Greek councils	29	28
Number of registered university sponsored organizations	16	15
Approximate number of students participating in university sponsored organizations	520	518
Number of registered political organizations	3	3
Approximate number of students participating in political organizations	37	42
Number of registered recreation clubs	18	21
Approximate number of students participating in recreation clubs	521	599
Number of registered religious organizations	13	18
Approximate number of students participating in religious organizations	357	394
Number of registered service organizations	11	11
Approximate number of students participating in service organizations	296	294
Number of registered sororities	23	23
Approximate number of students participating in sororities	845	778
Number of registered special interest organizations	18	20
Approximate number of students participating in special interest organizations	2777	2810
Number of registered sports clubs	20	18
Approximate number of students participating in sports clubs	453	426
Number of new clubs each semester	27	39
Number of clubs returning from a period of inactivity	9	11
Number of clubs that renewed from the previous year	282	Fall Only
Number of clubs that did not renew recognition status	43	Fall Only

Number of students listed as officers of student organizations	n/a	928
<b>Data Item</b>	<b>Fall 2017</b>	<b>Spring 2018</b>
Average term GPA of all student organization officers	n/a	3.19
Average overall GPA of all student organization officers	n/a	3.24
Average Unit Load of all student organization officers	n/a	13.48
Total number of student organization conduct incidents	14	17

### GREEK LIFE

<b>Data Item</b>	<b>Fall 2017</b>	<b>Spring 2018</b>
Total number of social Greek-letter organizations	37	40
Number of InterFraternity Council (IFC) organizations	8	9
Number Of Latino Greek Council (LGC) organizations	2	4
Number of National Pan-Hellenic Council (NPHC) organizations	3	2
Number of Panhellenic Sorority Council organizations	8	8
Number of United Sorority Fraternity Council (USFC) organizations	16	17
Approximate number of students involved in social Greek-letter organizations	1338	1290
Average term GPA of students in social Greek-letter organizations	2.67	2.68
Average overall GPA of students in social Greek-letter organizations	2.88	2.90

### SPORT CLUB PROGRAM

<b>Data Item</b>	<b>Fall 2017</b>	<b>Spring 2018</b>
Number of sport clubs	20	18
Approximate number of students participating in sport clubs	380	498
Average term GPA of students in sport clubs	2.88	2.84
Average overall GPA of students in sport clubs	2.92	2.95
Average term GPA of sport club officers	3.03	3.04
Average overall GPA of sport club officers	3.11	3.16
Number of recreation clubs	19	21
Approximate number of students participating in recreation clubs	319	466
Average term GPA of recreation club officers	2.94	2.92
Average overall GPA of recreation club officers	3.10	3.05
Average term GPA of sport & recreation club officers	2.98	2.97
Average overall GPA of sport & recreation club officers	3.10	3.09

### LEADERSHIP PROGRAMS

<b>Data Item</b>	<b>Fall 2017</b>	<b>Spring 2018</b>
Total number of students participating in the Leadership Initiative	900	286
Number of students who completed the Leadership Initiative Green Certificate	218	67

<b>Data Item</b>	<b>Fall 2017</b>	<b>Spring 2018</b>
Number of students who completed the Leadership Initiative Gold Certificate	74	63
Number of students who completed the Leadership Initiative Hornet Pride Certificate	10	39
Number of students who completed the Leadership Initiative Certificate	7	17
Number of Leadership Initiative workshops offered each semester or annually	52	41
Number of EOP students participating in the Leadership Initiative	234	n/a
Number of FYE students participating in the Leadership Initiative	216	n/a
Number of FCP students participating in the Leadership Initiative	97	89
Number of RPTA students participating in the Leadership Initiative	160	108
Number of CAMP students participating in the Leadership Initiative	n/a	71
Number of students participating in the Leadership Initiative who are not connected to another program	193	18
Total number of students in attendance at the SO&L Leadership Conference	301	107
Number of leadership award applicants and awardees	n/a	17
Number of students in attendance at the SO&L Leadership Award Reception	n/a	100
Number of students in attendance at SO&L Leadership Workshops	22	43

## **CAMPUS EVENTS**

<b>Data Item</b>	<b>Fall 2017</b>	<b>Spring 2018</b>
Number of volunteers participating in Move-In Day	402	n/a
Number of events hosted by student organizations in the University Union and WELL	1421	1384
Number of events hosted by student organizations in campus classroom spaces	3161	3944
Number of students attending events hosted by students in the University Union and WELL	55372	52393
Number of students attending events hosted by students in campus classroom spaces	137370	140405
Number of sport club practice events hosted by student off campus	336	180
Number of students attending sport club practice events hosted by student off campus	121	156
Number of sport club competitions held off campus	42	75
Number of non-unique student competitors at competitions held off campus	626	1199
Number of clubs participating in the Cultural Club Fairs	23	22
Number of students participating in the Cultural Club Fairs	34	26

<b>Data Item</b>	<b>Fall 2017</b>	<b>Spring 2018</b>
Number of Students participating in the Swarm Day Photo	236	n/a
Number of Student Organizations participating in the Club Days in the Quad	147	137



## Department Outcomes

This academic year, the Vice President of the Division of Student Affairs decided to align department goals with the university's goals, Student Affairs Divisional Goals, and Baccalaureate Learning Outcomes. The structure of this section will include the goals, the strategies to achieve those goals, and the outcomes.

**Department Goal 1: Greek affiliated students will develop leadership and provide community service.**

**University Strategic Goal:** Engage students in a comprehensive university experience

**Student Affairs Goal:** Increase student engagement

**Baccalaureate Learning Goal:** Personal and social responsibility

***Standard of achievement:** Collect baseline data on number of community service hours and donations/total dollars raised by all recognized social Greek organizations*

Beginning this academic year, all Greek organizations were required to submit an "End of the Semester Report" after each semester. Within the report, we inquire the amount of services hours completed and dollars raised. During the 2017 – 2018 academic year, the fraternity and sorority community completed 35,547 hours of service and raised \$157,838.77 toward various philanthropic causes.

**Department Goal 2: Greek members will participate and learn new skills through the Greek New Member Education Facilitator training.**

**University Strategic Goal:** Engage students in a comprehensive university experience

**Student Affairs Goal:** Increase students' sense of safety and well-being

**Baccalaureate Learning Goal:** Intellectual and practical skills

***Standard of achievement:** Maintain or increase student participation and learn new skills through training*

In preparation for the 2017 – 2018 Greek New Member Education Facilitator program, we used the data from training our 10 peer facilitators in 2016-2017 to revise our training methods and practices by focusing less on team building and more on the curriculum they would be facilitating. We found that due to our revisions, 100% of all peer facilitators reported to have been able to build relationships with their fellow facilitators and confident in the curriculum. However, 16.67% reported to have not felt confident in co-facilitating with their team members. We will continue to look at ways in which we can have the peer facilitators gain the knowledge and skills they need to facilitate the curriculum while also feeling confident in doing so with their peer facilitators.

**Department Goal 3: Students will participate and complete the final Leadership Initiative (LI) certificate.**

**University Strategic Goal:** Engage students in a comprehensive university experience

**Student Affairs Goal:** Increase student engagement

**Baccalaureate Learning Goal:** Intellectual and practical skills

***Standard of achievement:** 20% increase in participation and completion rate compared to prior year.*

In the 2016-2017 academic year, The Final Certificate was completed by 12 students. In the 2017-2018 academic year, SO&L exceeded the 20% increase of participants by having 24 students completing the Final Certificate, which is a 100% increase. Based on feedback during the Exit Interviews, students would express how the Final Certificate seemed to be very daunting and required a lot time/effort from the student. However, when the student did continue on and complete they shared that it was easier than what they perceived. Based on the feedback, we created a Final LI Workshop (LI Workshop 9), which would walk through the steps that students needed to accomplish to receive the Final Certificate. Based on the request to provide more LI 9 Workshops, a webinar was created to be shared with students to complete on their own time. During the LI 9 Workshops and follow-ups, we would provide the schedule of LI workshops for students that were interested in facilitating a workshop and LI Staff would schedule appointments at these meetings so students knew what they needed to do next. The more hands-on approach and education to remove the perceived barriers to completion assisted us in increasing the final certificate completion rates.

**Department Goal 4: SOAL will develop and pilot a LI Peer Consultant program.**

**University Strategic Goal:** Engage students in a comprehensive university experience

**Student Affairs Goal:** Increase student engagement

**Baccalaureate Learning Goal:** N/A

***Standard of achievement:** Collect baseline data on peer consultants' personalized leadership development experience*

Development of the LI Peer Consultant program occurred and was rolled out for applicants in the Fall semester. Due to a low response rate, we did not move forward with a formal program and instead individually supported the two students that expressed interest.

**Department Goal 5: Students will participate and learn new skills through Leadership + Identity workshops.**

**University Strategic Goal:** Excel as a place to learn, work, and visit

**Student Affairs Goal:** Increase students' sense of belonging

**Baccalaureate Learning Goal:** Personal and social responsibility

**Standard of achievement:** *Three Leadership + Identity workshops; collect baseline data on student participation and learning.*

The iLEAD workshop series was created to enhance leadership development through an intersectional lens. There were four workshops collaboratively developed to align with four different populations in the Sac State Community. Each workshop was created with a different campus partner that had knowledge and worked closely with said population. Students who attended the iLEAD Workshop Series were able to be motivated and develop as a complex intersectional leader and continue their growth as leaders, gain confidence in their leadership skills and learn information that will help them beyond their college career.

- **Servant Leadership**- emphasis on the African American/Black community in partnership with the Black Student Union & EOP. This workshop covered:
  - Defining Servant Leadership
  - Understanding some of the characteristics
  - Panel discussion of real world application
- **Collaborative Leadership**- emphasis on the APIA community in partnership with FCP Staff & students. This workshop covered:
  - Assessing the leadership styles of the audience
  - Defining collaborative style
  - Comparing it to the Western expectation of leadership
  - Panel Discussion of Real World Application
- **Women in Leadership**- emphasis on the women in partnership with Women's Resource Center. This workshop covered:
  - Understanding the culture of women in the workplace
  - Imposter Syndrome & other theories that impact women in the workplace
  - Panel discussion of their experiences
  - What can Allies do to help create a more inclusive environment
- **The Importance of Sharing Your Story**- emphasis on the Latinx/Chicanx community in partnership with Serna Center. This workshop covered:
  - Understanding why narratives are important in cultivating community and success
  - Exploring the different ways to share our narrative
  - Having the audience create their narratives based on what's comfortable to them and how to continue working on their stories

Overall, 43 students attended the four different workshops in the series. We were only able to receive 36 evaluations in the first workshop, as evaluations were sent electronically and not all students responded. For the rest of the workshops, the evaluations were collected in person. When identifying the degree of agreement in the following statements using a Likert-Scale (1= Strong Disagree to 5 = Strongly Agree), the results were the following for the workshops:

- 92% of the participants noted that the learning outcomes of each of the workshops were reached.
- 92% of the participants left the workshop having a better understand of the topics covered in the workshops.
- 94% of the participants appreciated the knowledge shared by the panelist in the workshops.
- 86% of the participants thought that topics would be helping for their college career.

**Department Goal 6: SOAL will increase funding.**

**University Strategic Goal:** Commit to engaging the community by building enduring partnerships

**Student Affairs Goal:** N/A

**Baccalaureate Learning Goal:** N/A

***Standard of achievement:** Increase in funding by finding or recruiting back additional vendors compared to prior year.*

SO&L saw a funding increase from the previous fiscal year by \$1,011.00 through maintaining and expanding current vendor relationships and in the addition of new vendors.

- New vendors: Ultimate Fitness, Amtrak, Nclex Express and Girl Scouts
- Returning vendors: AT&T, California Family Fitness (monthly), Campus Posters, Comcast, Paintball, T-Mobile, Trent Graphics

For the Hornet Marketplace, SO&L increased funding by recruiting more vendors and retaining the vendors from the previous fiscal year by \$2,125.77.

- New Vendors: Lei Lotus, Yang Chan Dolker
- Returning Vendors: Classy Bag Lady's Chic Boutique, Sierra Jewelers, Northern Lights, Hanna's Soapworks, Diana Males, Nelson Maldonado, Richard Hughes, Eunice Kaesa, Naturiffic LLC, Michelle Babcock (Eat Right Edibles), Anne Nguguna, Shirley Goodspeed, Mark & Rosa Dougherty, Shirley Shepard, Cathy & Richard Ng, Monica & Victorio Hernandez, Beverly Benford, Kingston Yee Home Parties

**Department Goal 7: Students in student organizations will participate in service and civic engagement opportunities in partnership with the United Way.**

**University Strategic Goal:** Engage students in a comprehensive university experience

**Student Affairs Goal:** Increase student engagement

**Baccalaureate Learning Goal:** N/A

***Standard of achievement:** Collect baseline data on number of participants and events.*

In Fall 2017, SO&L promoted and encouraged participation of faculty, staff, and students in the United Way Day of Caring. On this day, 33 Sacramento State participants went to multiple sites around Sacramento to do hands-on service, many of which were at the Women of Color on the Move Project. At this site, participants worked with urban farms and community gardens at the multi-family on Mack Road to help the Women of Color on the Move Project advance their efforts promote an overall healthy and thriving lifestyle, community beautification, and opportunities to learn about urban farming. With staffing changes at United Way, we shifted our partnership to work more directly with the Community Engagement Center in their campus-wide event done with Soil Born Farms called "Harvest Sac State". Faculty, staff, and students went out into various communities in Sacramento to harvest neighborhood fruit trees. Over 120 volunteers harvested a total of 8,782 pounds of fruits which went to the ASI Food Pantry and the Sacramento Food Bank.

**Department Goal 8: Students in sports club programs will learn safety management through safety training, expanding and diversifying safety resources, and training materials.**

**University Strategic Goal:** Engage students in comprehensive university experience

**Student Affairs Goal:** Increase students' sense of safety and well-being

**Baccalaureate Learning Goal:** Intellectual and practical skills

***Standard of achievement:** Maintain or increase in positive responses in safety management program survey.*

In addition to mandatory in-person safety training for all sport club presidents, safety officers, head coaches, and high risk recreation club safety officers, the recreation club presidents from high risk recreation clubs also attended safety trainings with Sport Clubs staff and Student Health & Counseling Services staff. The Sport Clubs Emergency Action Plan and Concussion Management Policy were explored and discussed at this training, as well as safety protocols, risk mitigation strategies, and best practices. Attendees were also informed of a variety of campus resources and support services that could be utilized to help keep their members safe, healthy, and supported. An optional Health & Safety workshop was also offered to sport club presidents, safety officers, and members so that officers and athletes could learn how to optimize their athletic performance and improve their physical and psychological health. Multiple safety resources were added to the website toolkit, including articles and infographics related to health, safety, nutrition, hydration, sleep, and environmental safety. Health and safety infographics were also posted on social media on a regular basis in order to provide easily accessible resources for student athletes and coaches.

**Department Goal 9: Sport club presidents will develop leadership skills.**

**University Strategic Goal:** Engage students in comprehensive university experience

**Student Affairs Goal:** Increase students' sense of belonging

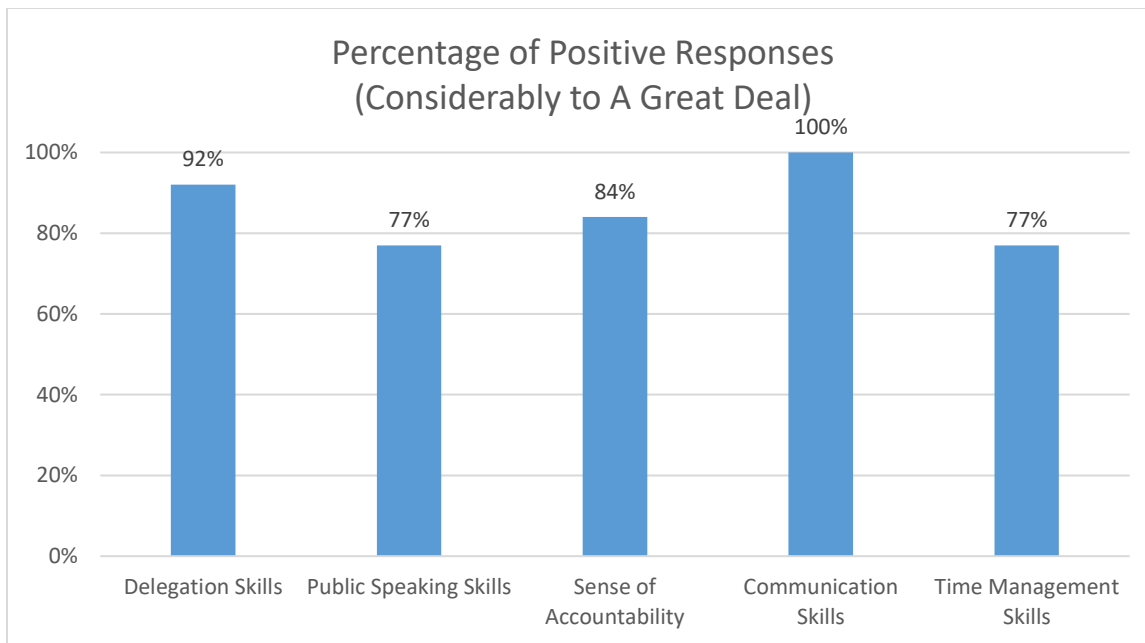
**Baccalaureate Learning Goal:** Intellectual and practical skills

**Standard of achievement:** *Collect baseline data on leadership skills survey*

Over the years, the scope and role of the sport club president has shifted and evolved from an administrative role to a leadership role through increased responsibilities, leadership training & development opportunities, and by diversifying the president’s breadth of influence. The goal of the assessment is to determine the impact of the sport club president experience as it relates to leadership development.

SOAL distributed a Campus Labs electronic survey to each sport club president in May 2018. Presidents completing the survey were asked multiple questions regarding how their role as a sport club president developed their leadership skills. The results were as follows:

Figure 1. To what extent has your role as a sport club president developed your . . .



- 69% of them developed the ability to train others.
- 77% of them developed the ability to interpret and enforce policies.
- 92% of them developed the ability to lead their peers.
- 100% of them were prepared for future leadership roles.
- 77% of them were prepared for success in their career/future.
- 85% of them increased their sense of belonging at Sacramento State

**Department Goal 10: Students in sports clubs will increase philanthropic efforts and community service hours.**

**University Strategic Goal:** Engage students in comprehensive university experience

**Student Affairs Goal:** Increase student engagement

**Baccalaureate Learning Goal:** N/A

**Standard of achievement:** *Collect baseline data on number of service hours completed for each club.*

Thirteen (13) of the eighteen (18) sport clubs completed their community service requirement with their designated charitable organization, despite all 18 clubs designating a charitable organization to partner with on a yearly basis for a minimum of 3 years. Sport clubs did not increase philanthropic giving or total community service hours in 2017-2018 but a baseline has been formally established.

**Department Goal 11: SOAL will increase sport club fundraising.**

**University Strategic Goal:** Excel as a place to learn, work, and visit

**Student Affairs Goal:** N/A

**Baccalaureate Learning Goal:** N/A

**Standard of achievement:** *Increase in sport club fundraising by 20% compared to prior year.*

A Sport Club Treasurer training was added to the Sport Clubs officer training program in Fall 2017. Sport Clubs raised \$28,214.11 in 2017-2018 from fundraisers, sponsorships, and donations. This is a 76% increase over the \$16,049 that was raised in 2016-2017.

## Appendix A

Department Goals	What will be the standard of performance?	Department Outcomes
1. Greek affiliated students will develop leadership and provide community service.	Collect baseline data on number of community service hours and donations/total dollars raised by all recognized social Greek organizations.	During the 17-18 academic year, the fraternity and sorority community completed 35,547 hours of service and raised \$157,838.77 toward various philanthropic causes.
2. Greek members will participate and learn new skills through the Greek New Member Education Facilitator training.	Maintain or increase student participation and learn new skills through training.	100% of all peer facilitators reported to have been able to build relationships with their fellow facilitators and confidant in the curriculum.
3. Students will participate and complete the final Leadership Initiative (LI) certificate.	20% increase in participation and completion rate compared to prior year.	100% increase in completion rate compared to the previous academic year.
4. SOAL will develop and pilot a LI Peer Consultant program.	Collect baseline data on peer consultants' personalized leadership development experience.	SOAL individually supported two students that expressed interest in the program.
5. Students will participate and learn new skills through Leadership + Identity workshops.	Three Leadership + Identity workshops; collect baseline data on student participation and learning.	92% of the participants reported that the learning outcomes were reached. 92% of the participants left the workshop having a better understanding of the topics covered. 94% of the participants appreciated the knowledge shared by the panelist. 86% of the participants thought that topics would help their college career.
6. SOAL will increase funding.	Increase in funding by finding or recruiting back additional vendors compared to prior year.	SO&L saw a funding increase from the previous fiscal year by \$1,011.00.
7. Students in student organizations will participate in service and civic engagement	Collect baseline data on number of participants and events.	On the United Way Day of Caring, 33 Sacramento State participants went to multiple sites around



opportunities in partnership with the United Way.		Sacramento to do hands-on service.
8. Students in sports club programs will learn safety management through safety training, expanding and diversifying safety resources, and training materials.	Maintain or increase in positive responses in safety management program survey.	Multiple safety resources were added to the website toolkit, including articles and infographics related to health, safety, nutrition, hydration, sleep, and environmental safety.
9. Sport club presidents will develop leadership skills.	Collect baseline data from leadership skills survey.	92% of them developed ability to lead peers. 100% of them developed communication skills. 100% of them thinks that their experience prepared them for future leadership roles.
10. Students in sports clubs will increase philanthropic efforts and community service hours.	Collect baseline data on number of service hours completed for each club.	Thirteen (13) of the eighteen (18) sport clubs completed their community service requirement; however, philanthropic giving or total community service hours did not increase in 2017-2018
11. SOAL will increase sport club fundraising.	Increase in sport club fundraising by 20% compared to prior year.	Sport Clubs raised \$28,214.11 in 2017-2018 from fundraisers, sponsorships, and donations, a 76% increase from 2016-2017.