I. Departmental Mission Statement
In support of the University mission to provide “creative activity” as well as “assist
students in their search for knowledge and understanding” and help them “assume
responsibility in a democratic community and to be useful members of a global society”,
Student Life and Leadership seeks to fulfill the following mission:

“Our Student Life and Leadership strives to create an environment in which all
students and student organizations are encouraged and aided in the
development of positive social, cultural, intellectual, recreational, and
leadership programs and activities. The Student Life and Leadership staff
supports programming which promotes learning, personal growth, self-
governance, social responsibility, and understanding.”

Programs in Student Life and Leadership support myriad of activities from cultural
integration and celebration in the Cross Cultural Leadership Center to teamwork and
social facilitation in Recreational Sports. Orientation and New Student Programs supports
recruitment and preparation for successful retention to graduation, while Fraternity and
Sorority Affairs provides opportunities for students to engage and connect, leading to
to better retention and satisfaction. Finally, Student Organizations and Leadership Education
supports a diverse population of students, helps them connect and engage as well as focus
on affinity interests and life skills that support retention, satisfaction and degree
commitment.

II. Departmental Accomplishments
• Developed Adulting 101 Life Skills Workshop Series. In response to feedback from
students and campus advisors, as well as recent research and scholarly discussion
on liminal development. Moved to all-volunteer subject matter experts so that
resources could be redirected to food for every event. This element provides a
platform for pre-workshop peer networking, as well as helps mitigate a significant
student food scarcity issue on our campus.
• Achieved full compliance with current ICSUAM financial document for student
organizations; final implementation of additional changes to post by July 1, 2017.
• Contracted a consultant firm (Sports Risk) to complete an extensive on site risk management review of each aspect of the entire Recreational Sports program.
• Implementation of Concussion Management for students participating in high risk Sport Clubs.
• Using the new iPads we have completely eliminated paper scoresheets. On a given day we would be printing 20-30 scoresheets, which over the course of a semester has eliminated about 1,500 sheets of paper. Also, using the iPads we are able to check students into games much faster and get “real time” data so that participants who add onto a team minutes to their game can still participate. Participants used to have to wait sometimes at least a week in order to play if they missed an add deadline.
• Developed a transgender policy for participants in the Intramural Sports and Sport Club Programs
• Expanded the pilot Spanish Language Orientation program to serve 108 students and 183 guests
• Worked with tech support to create a Blackboard Learn community for all new students to familiarize them with this type of on-line community and to enable orientation to push out additional transition resources to all new students prior to the start of school
• Reorganized and revamped the Orientation website to make it more user friendly and to fine-tune reporting capabilities.
• Expanded Orientation peer-leader diversity & inclusion training
• Created a more compelling and cohesive orientation program conclusion by producing a goodbye video.
• Increased use of more consistent and intentional “Wildcat” messaging and signage
• Recorded virtual orientation for students in on-line degree programs via the Office of Regional and Continuing Education
• Developed and delivered two spring orientation sessions for 224 transfer students.
• Worked with technical support to identify special student groups (including first generation, EOP and Trio) within the on-line orientation reservation site to facilitate advising connections for these students during orientation.
• Added captions on Orientation videos in order to meet accessibility standards for the hearing impaired.
• Approved an exploratory committee to bring a new Panhellenic organization to campus.
• Have exceeded the benchmark of 100 members within the Multicultural Greek Council for the first time in over 5 years.
• MGC has expanded this year with 3 new organizations.
• MGC has developed a cornerstone service project that involves Oroville, Paradise, and Chico Boys and Girls Clubs to mentor and prepare at risk youth for opportunities in higher education.
• We have broken our records for service and fundraising for the 4th year in a row during Greek Week. This year we raised just over $17,000 for local charities.
• Established an umbrella organization that would help bridge the divide and unite the Latino organizations for better support, communication, and unity.
• Implemented a program called the African American Summit which was a three-day summit that brought together students to talk about developing a strategy forward.
• Hosted a weeklong series of programs for the Asian Pacific Islander population to address cultural expression, cultural identity, and leadership development for API students.
• Implemented a new Diversity Advocacy Training program and rolled out trainings to student groups and campus offices.

III. Changes in Policies and Procedures
• Added a required workshop, signed contract and distribution of the Treasurer’s Handbook for general club treasurer training.
• Added the requirement of adviser signature for AS accounts for compliance with ICSUAM club finance document.
• Discontinued “approval” of campus posting materials and extended posting to two weeks; now only censor based on non-protected speech guidelines in compliance with Handbook of Free Speech Issues.
• Updated proper cash collection procedures and security of Personal Confidential Information, as guided by CSU Policies and the ICSUAM.
• Added concussion training guidelines for Sport Clubs.
• Updated waiver form with the CSU Approved Waiver of Liability (EO 1051).
• Added that the Sport Clubs Administrator must approve the selection of all coaches.
• Added that Risk Managers will assist with obtaining Foreign Travel Insurance for international travel.
• Redefined Tier 1/Higher Risk and Tier 2/Lower Risk Clubs for insurance classification.
• Added Risk Manager to help determine recognition and risk tier for all Sport Clubs.
• Changed Orientation website so that participants will lose their space if they do not pay within one hour of reserving a space at orientation in order to reduce the number of no shows and duplicate reservations.
• Coordinated with REACH office to advise their Orientation students as a group rather than attend major advising.
• Panhellenic sororities are now requiring all potential new members to go through CADEC ROAR training before being eligible to join an organization.

IV. Budget Summary
• Funding
  o SLL State funding: $1,139,923
  o Orientation programs State funding: $97,000
  o Rec Sports IRA funding: $270,000
  o Orientation programs fees revenue: $345,000
- Rec Sports fees and summer camp revenue: $40,000
- Rec Sports one-time equipment funding of $25,000
- Cross Cultural Leadership Center AS grant funding: $80,000
- **Total SLL assets:** $2,036,923

### Staffing
- Addition of the Competitive Sports Coordinator (Foundation funded).
- Successful search/fill our Office Manager ASC position in the SLL suite.
- Transitioned two full-time staff members (an ASC and an SSP) from Academic Advising to Student Life and Leadership as part of a realignment and expansion of “Orientation and New Student Programs”.
- State funding restored to reinstate all 3.5 professional positions in Recreational Sports.
- Added an SSP Coordinator position for the Pipeline Through College program in the Cross-Cultural Leadership Center. This change occurred in October 2015 and allowed for the addition of one new professional staff and student staff to the CCLC department.

### Facilities/Equipment
- Purchased an additional portable PA system for check-out by clubs as well as reusable yard stake signs for promotion of programming.
- The loss of field 10B, the Lacrosse practice field, has had a tremendous negative affect on all Sport Club outdoor programs.
- Secured an additional one-time funding for Sports Clubs & Intramurals in the amount of $25,000 for equipment.

### V. Program Evaluation for Past Year

#### Program Goals
- Continue the positive roll out of Org Sync (Wildcat Sync) for use by campus, including increasing total users by half (roughly 4,000). Exceeded with users topping out at over 16,000.
- Institute a "Campus Leader" workshop series, open to all students but particularly focused on student organizations members to include topics of campus project management, organization management, and personal leadership growth; set an attendance goal of 250 participants. We changed our focus slightly from this original goals to put on the Adulting 101 series instead. Attendance numbers far exceeded expectations.
- Revisit the Wildcat Welcome duties and create a planning document for use when we transition the chair of Wildcat Welcome. Unfinished/unmet
- Increase collaboration between SOLE, SLL, FSA and CCLC through intentional staff training collaboration as well as partnership in the "Campus Leadership" workshops. Met
- Transition all Sport Club sign-ups, registration, and communication to the online Wildcat Sync platform. Met
- Create a LGBT policy for sport club participation. Exceeded
- Conduct a Sport Club seminar on ways to successfully fundraise. Met
• Successfully institute our new league management program “IMLeagues” into all of our leagues with the eventual goal of adding online payment through PayPal. Exceeded
• Expand diversity training for Orientation peer leaders. Met
• Grow multicultural Greek Council. Met
• Host a black Greek experience weekend. Met
• Provide “Ally” training that is designed to address the need of helping others work with marginalized populations. Met
• Strengthen support for cultural communities and allies at Chico State specifically focusing on the Latinx, Asian Pacific Islander, Black and African American communities and ally communities. In progress

VI. Ongoing Assessment Efforts

Student Life and Leadership by the numbers

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.11</td>
<td>Average general student organization Treasurer GPA</td>
</tr>
<tr>
<td>3.14</td>
<td>Average general student organization President GPA</td>
</tr>
<tr>
<td>15</td>
<td>Types of diversity training programs offered in the CCLC</td>
</tr>
<tr>
<td>18</td>
<td>Fall ’15 New or reconstituted general clubs after at least one semester</td>
</tr>
<tr>
<td>25</td>
<td>Spring ’16 New or renewed general clubs after at least one semester</td>
</tr>
<tr>
<td>32</td>
<td>Number of part-time Sport Club foundation coaches</td>
</tr>
<tr>
<td>49</td>
<td>Average weekly hours of supervised/officiated Intramural contests</td>
</tr>
<tr>
<td>54</td>
<td>Total number of competitive Sport Club home competitions</td>
</tr>
<tr>
<td>56</td>
<td>Number of Intramural student employees/officials</td>
</tr>
<tr>
<td>85</td>
<td>Number of programs developed and implemented in the CCLC</td>
</tr>
<tr>
<td>90</td>
<td>Council meetings a year advised and attended by FSA staff</td>
</tr>
<tr>
<td>91</td>
<td>Number of Food Service Permits issued to clubs</td>
</tr>
<tr>
<td>128</td>
<td>Total number of Sport Club away competitions</td>
</tr>
<tr>
<td>132</td>
<td>Club training sessions conducted by SOLE staff</td>
</tr>
<tr>
<td>135</td>
<td>Club advisers trained via seven workshop dates</td>
</tr>
<tr>
<td>214</td>
<td>Fall ’15 total general student organizations recognized on campus</td>
</tr>
<tr>
<td>224</td>
<td>Total Spring Orientation participants</td>
</tr>
<tr>
<td>227</td>
<td>Spring ’16 total general student organizations recognized</td>
</tr>
<tr>
<td>351</td>
<td>Number of active engagement portals in Wildcat Sync</td>
</tr>
<tr>
<td>412</td>
<td>Sport Club total participants</td>
</tr>
<tr>
<td>434</td>
<td>Club room requests processed at SLL front desk</td>
</tr>
<tr>
<td>685</td>
<td>Total number of club equipment reservations processed in SLL</td>
</tr>
<tr>
<td>940</td>
<td>Number of events posted on the Wildcat Sync calendar</td>
</tr>
<tr>
<td>1,425</td>
<td>Sport Club participation opportunities (contests, practices, etc.):</td>
</tr>
<tr>
<td>1,600</td>
<td>Greek life participants</td>
</tr>
<tr>
<td>2,945</td>
<td>Club tabling requests processed at SLL front desk</td>
</tr>
<tr>
<td>2,451</td>
<td>Total guest Orientation attendance</td>
</tr>
</tbody>
</table>

Special populations served:
- EOP: 87
- EOP Summer Bridge: 196
- Veterans: 31
- Path Scholars: 3
- Trio Programs: 23
- Spanish Language Program: 108 students and 183 guests

3,150 Total hours of Intramural programming
3,750 Total student Orientation attendance
4,572 Total Intramural participants
7,506 Total number of student involvement hours offered on Wildcat Sync
16,786 Number of unique users registered on Wildcat Sync
36,028 Total Intramural hours of participation in all contests

VII. Analysis: What actions need to occur to move the program to the “next level”?

- Wildcat Sync use has grown so dramatically we need Enterprise Application support to help with our management of the service. This will be particularly important with our desire to enable card swipe and also with our increased use by other Student Affairs programs and offices.
- Need continued coordination and integration with Orientation and New Student Programs to develop partnerships that expand on shared goals.
- The need for additional funding has only increased with the rising costs of travel, insurance, inflation and increased need for risk management oversight that have affected the program greatly. From a management standpoint the lack of current resources make it difficult to manage the 19 competitive clubs and 32 part-time coaching staff.
- Orientation reserves from previous years covered the overage but a fee increase will be necessary if program is to continue to be self-supporting.
- Increases in the number of first generation college students on campus will likely increase the need for an orientation fee waiver, or for the development of off-site orientations.
- As we grow our HSI status, demand for Spanish-language Orientation increases
- Opportunity to extend Orientation programs to students unable to attend via the development of a comprehensive and cohesive virtual orientation program.
- Opportunity to expand Spring Orientation for transfer students to help transfer students with the often difficult mid-semester transition.
- Develop a partnership between FSA and housing to support our multicultural Greek organizations.
- Based on the makeup of campus and student needs, we need to revamp the infrastructure of the CCLC to focus on three areas of leadership development: emerging leaders from communities of color (IGNITE), active leaders in communities of color (EMPOWER), and mentorship opportunities for underrepresented students (PIPELINE).
VIII. Goals: Present goals for the next academic year.

- Pilot 2-3 “Affinity Pathway” programs focused on a retreat experience and ongoing “meet up” opportunities for undeclared first year students. Use the pilot to gather data on satisfaction, academic success and retention.
- Add online training component to officer training for general student organizations.
- Add card swipe to our functionality within Wildcat Sync to allow us to collect user data and parlay that into assessment of our programs.
- Update/reformat competitive Sport Clubs handbook to electronic version.
- Create an awards / recognition system for Sport Clubs programs and participants.
- Increase Recreational Sports professional development opportunities for key staff.
- Increase night and weekend programming opportunities for students.
- Develop a strategic planning retreat for key staff to map our future course.
- Design and implement a procedure for head injury and concussion management for all Recreational Sports programs.
- Partner with Student Life and Leadership to pilot and expand New Student Programming beyond orientation.
- Work on developing more consistent and effective faculty advising at orientation.
- Use Student Learning Fee monies to contract with a provider, develop and launch curriculum for virtual orientation.
- Explore the potential for offering off-site orientation programs to outreach to students unable to attend an in-person orientation.
- Coordinate all orientation programs on campus under a comprehensive virtual gateway.
- Expand Spanish-Language Orientation.
- Expand spring Orientation for transfer students.
- Bring back at least one historically black Fraternity or Sorority.
- Moving all chapters and councils to automated registration via ICS.
- Implement a new infrastructure: Piloting IGNITE, EMPOWER and PIPELINE and assess the impact of these three programs on building community amongst communities of color.
- Develop an assessment strategy for the infrastructure, core values, and impact that the CCLC has on campus and with students.