



## CALIFORNIA STATE UNIVERSITY, STANISLAUS

2002 Student Affairs Assessment Project

### CAS EXECUTIVE SUMMARY

## *University Student Union*

### Scope of Review

This assessment reviewed the effectiveness of the University Student Union program, management, and support staff.

### Mission

In support of the University's mission, the board of Directors and staff of the University Student Union provide a center for social, cultural, and intellectual activities and events, and create opportunities for leadership development through experience in programming for and governance of the Student Union.

### Assessment Summary

I. *Brief description of the assessment process.*

This assessment was based on a collective effort. The Committee discussed the criteria and guidelines in regard to our respective area and worked toward a team consensus.

II. *Identified strengths and weaknesses.*

Strengths include the sections on campus/community relations, diversity and leadership.

- The Committee felt that we worked effectively and collaboratively with the campus and community through services offered, i.e., conference and event facilities and co-sponsorship programming.
- The University Student Union offers excellent, diverse, educational and social programming and holds many multi-cultural events throughout the year.
- We also foster diverse student assistantships in a work-related setting that teach and demonstrate respect for all individuals.
- We found that the Student Union teaches and fosters leadership through its employment practices and provides excellent leadership opportunities for its students via the Board of Directors and Union Program Board structures.

The Union's weakest components appeared to be in the Legal Responsibilities, Ethics and Human Resources areas.

- The Union Assessment Committee came up short in its documentation for Legal Responsibilities, i.e., there was no written information regarding staff members being provided legal advice as needed to implement assigned responsibilities.
- There also was no documentation for staff members and students being informed in a timely and systematic fashion about extraordinary or changing legal obligations and potential liabilities.
- The Committee could not find documentation regarding some of the assessment criteria in the area of Ethics, e.g., staff members developing a statement of ethical standards in written form for programs and services, reviewed periodically throughout the year.
- Human Resources received a lower score because the Union has not had interns to hire and train to date and there was insufficient documentation regarding salary levels and fringe benefits for staff positions within the institution, within similar institutions and within the local geographical area.

### Priorities for the Program

- Through staff communication and documentation, the Student Union personnel will have a better grasp of the legal responsibilities facing our changing profession.
- A statement of written ethical standards for programs and services will be developed by the University Student Union Staff and be reviewed and evaluated periodically.
- The Union will look into the possibility of hiring and training interns in the field of Student Union work. Salary and fringe benefit information for comparable local and national institutions will be secured through the Association of College Unions International for review.