Annual Assessment Report: 2023-24

Unit - Graduate Student Life

Co-Curricular Unit General Information

GMU Mission Statement
A public, comprehensive, research university established by the Commonwealth of Virginia in the National Capital Region, we are an innovative and inclusive academic community committed to creating a more just, free, and prosperous world.

Unit Mission Statement
Graduate Student Life is dedicated to supporting the success and well-being of Mason graduate students by: providing programs and initiatives that promote community-building, professional development, personal development, and diversity, equity, and inclusion; connecting graduate students to campus resources; and identifying and advocating for graduate student needs.

Executive Office
Office of the Provost

Department/Division
University Life

Assessment Contact
Julie Choe Kim

Unit - Graduate Student Life: Assessment Report

Outcome

Outcome Name: Global inclusion certificate - FY24
Outcome: We will launch graduate student DEI certificate program during 2023-2024, pending confirmation of funding.
Outcome Status: Active
Assessment Period(s): 2023 - 2024

Mapping
Unit - Graduate Student Life: *(X indicates alignment)*
- **Supporting grad students of diverse identities:** Promote sense of belonging and support for graduate students of diverse identities. **(X)**

Assessment Method	Findings and Improvements
Assessment Measure Name: Program launch **Description of Assessment Measure:** Success will be measured by whether we have launched the program with the first cohort of graduate student participants by the end of the Spring 2024 semester. The success measure is based on current status. **Assessment Measure Status:** Active **Assessment Type:** Direct Measure **Achievement Target:** If the program has launched	**Findings Date**: 06/30/2024 **Findings**: We received confirmation of funding for the program in late August 2023, which delayed our intended launch of the program. Given the timeframe, we pivoted to conduct a scaled-down version of the program as a pilot, with six workshop sessions (rather than a cohort-style program) in the Spring 2024 semester. We hired a GPA who began in October 2023; with her involvement, we developed the curriculum, consulted with partners, planned sessions, and managed logistics for the initiative. We launched the pilot, titled "Leadership for an Evolving World: Developing Thriving Workplaces and a Culture of Belonging," in March 2024. **Reporting Period**: 2023 - 2024 **Conclusion**: Target Met **Individual(s) Responsible for Assessment**: Julie Choe Kim **Number of Students Assessed**: 22

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Assessment Method	Findings and Improvements
	Analysis of Results: We successfully planned the curriculum for the workshop series and planned and marketed the six workshops. However, registration numbers for the sessions were low, ranging from 1 to 23; at the first four workshops, attendance ranged from 4 to 8 participants. Given the low registration and attendance numbers and the costs associated with the workshops (e.g., catering, staff and partners' time), we decided to cancel the last two workshops. There were a number of possible explanations for the low attendance; one of the biggest challenges of marketing was the name of the initiative, which did not mention diversity, equity, or inclusion and thus may not have fully indicated to graduate students quickly what the program's focus was. Scheduling of the sessions was also a challenge, as they were compressed within a two-week period, due to the shortened planning timeline and competing events. In addition, because we ran the pilot as a workshop series, we were unable to evaluate the effectiveness of a cohort-style program that offered a badge of completion, which we had originally envisioned. At the same time, the pilot did allow us to develop the curriculum, to get training on using the Intercultural Development Inventory (IDI), and to get preliminary feedback on the content and format of the curriculum, which have informed our recommendations for the future. **Supporting Documents**: Report_ Leadership for an Evolving World 2024.docx **ACTIONS & IMPROVEMENT PLANS** **Past Improvements**: n/a **Future Improvements**: After the conclusion of the pilot, we wrote a report summarizing the program, challenges, and recommendations for the future -- please see attached document. We have a number of recommendations and have submitted a request for funding for a full cohort-style program offering a badge for FY25. **Individual(s) Responsible for Improvement Plan**: Julie Choe Kim **Resources Needed**: Funding to support a year-long program

Outcome

Outcome Name: Career and professional readiness
Outcome: As a result of their participation in career and professional development programs during the 2023-2024 academic year, 80% of graduate students responding to the post-event evaluation will be able to articulate one action they can take to advance their career and professional readiness.
Outcome Status: Active
Assessment Period(s): 2023 - 2024

Mapping
Unit - Graduate Student Life: *(X indicates alignment)*
- **Developmental programming:** Create innovative programming to meet the developmental needs of graduate students (**X**)

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Assessment Method	Findings and Improvements
Assessment Measure Name: Career action step **Description of Assessment Measure:** Success will be measured by the percentage of graduate students who respond to post-event surveys with an articulated action step for advancing their career and professional readiness. The success measure is based on current status. **Assessment Measure Status:** Active **Assessment Type:** Direct Measure **Achievement Target:** 80% of graduate students responding to the post-event evaluation will be able to articulate one action they can take to advance their career and professional readiness	**Findings Date**: 06/30/2024 **Findings**: During the 2023-2024 year, we held 7 graduate student career workshops. Of the 40 respondents to post-event surveys, 35 (87.5%) identified an action step for advancing their career and professional readiness. **Reporting Period**: 2023 - 2024 **Conclusion**: Target Met **Individual(s) Responsible for Assessment**: Julie Choe Kim **Number of Students Assessed**: 40 **Analysis of Results**: We exceeded our target of 80% of respondents identifying a career-readiness action step. However, our low response rate to our post-event surveys limits how much meaning we can draw from the results. **ACTIONS & IMPROVEMENT PLANS** **Past Improvements**: For the 2023-2024 year, we worked closely with partners in University Career Services and the Graduate Division to develop the workshop series, paying attention to student needs. We also purposefully scheduled the workshops throughout the year and offered them in a mix of formats (in person, hybrid, Zoom). **Future Improvements**: Due to low attendance in person, we decided to change format of career workshops in 2024-2025 back to Zoom only. **Individual(s) Responsible for Improvement Plan**: Julie Choe Kim **Resources Needed**: none

Outcome

Outcome Name: GAPSA elections rules
Outcome: As a result of our advising efforts, GAPSA will draft and pass a set of elections rules and guidelines by the end of the 2023-2024 academic year.
Outcome Status: Active
Assessment Period(s): 2023 - 2024

Mapping
Unit - Graduate Student Life: *(X indicates alignment)*
- **GAPSA:** Advise GAPSA in becoming a more sustainable and active student organization (**X**)

Assessment Method	Findings and Improvements
Assessment Measure Name: Elections rules adoption **Description of Assessment Measure:** Success will be measured by whether the elections rules and guidelines have been drafted and passed by GAPSA. The success measure is based on current status. **Assessment Measure Status:** Active	**Findings Date**: 06/30/2024

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Assessment Method	Findings and Improvements
Assessment Type: Direct Measure **Achievement Target:** Whether the election rules and guidelines have been drafted and passed by GAPSA	**Findings**: The elections code was drafted and passed by the GAPSA General Assembly in April 2024. Over the course of the year, we researched elections rules from Student Government and graduate student associations at other universities. We worked on several drafts and revisions, and then presented it to the GAPSA Executive Board in January and February 2024. The proposed amendment to add the elections code to the GAPSA Bylaws was introduced at the March 15, 2024 General Assembly meeting and approved at the April 12, 2024 meeting. **Reporting Period**: 2023 - 2024 **Conclusion**: Target Met **Individual(s) Responsible for Assessment**: Julie Choe Kim **Number of Students Assessed**: 0 **Analysis of Results**: We met this outcome successfully. The amended GAPSA Bylaws can be viewed at https://gapsa.gmu.edu/about-gapsa/bylaws/. **ACTIONS & IMPROVEMENT PLANS** **Past Improvements**: n/a **Future Improvements**: This elections code reflects the current state and needs of GAPSA as an organization; revisions may be needed as the organization develops. In the near term, future steps may include refining campaign rules. **Individual(s) Responsible for Improvement Plan**: Julie Choe Kim **Resources Needed**: Consultation with Student Involvement advisors to Student Government and to University Counsel's office if we consider campaign rules.

Outcome

Outcome Name: DEI events and initiatives
Outcome: Provide targeted outreach and support to graduate students of diverse identities, particularly those that have been historically excluded from or marginalized in higher education, and addressing current needs, interests, and national or world events through at least 6 events or initiatives that focus on at least 4 different identity-based groups or DEI issues during FY23
Outcome Status: Active
Assessment Period(s): 2022 - 2023, 2023 - 2024

Mapping
Unit - Graduate Student Life: *(X indicates alignment)*
- **Supporting grad students of diverse identities:** Promote sense of belonging and support for graduate students of diverse identities. **(X)**

Assessment Method	Findings and Improvements
Assessment Measure Name: Events and Groups **Description of Assessment Measure:** Number of events/initiatives and number of identity-based groups or DEI issues addressed	

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Assessment Method	Findings and Improvements
Assessment Measure Status: Archived **Assessment Type:** Direct Measure **Achievement Target:** 6 events or initiatives that focus on at least 4 different identity-based groups or DEI issues	