Analysis Questions and Analysis Answers

For Administrative Support and Student Support Units

Informed by your assessment activities, what changes have you made in your unit in the last three to five years? Describe the changes, the general results that prompted the changes, and the impact on your unit’s clients/customers that you might attribute to these changes.

The office saw a shift in responsibilities as they related to Graduate Student Services. Graduate Student Services and the Graduate School participated a critical services audit to determine best fit for various programs and services in light of student growth and refocused responsibilities. Through this shift, Graduate Student Services became the helm for all things related to graduate student engagement in items of a personal, professional, and life skills nature. New Graduate Student Orientation was transferred to the Graduate School, as well as the advisement of the Graduate Student Association.

Highlights

- 100% of participants in GSS Dissertation Bootcamp indicated that they would recommend the bootcamp service and experience to other graduate students.
- 120 Student participated in the GSS cultural series over the course of 4 events (2 per semester).

Changes that we plan to implement or have already implemented.

- Graduate students have expressed an interest in access to more career prep programs. Over the last 3-5 years, our programming has focused more heavily of socialization and wellness. While those areas will continue to be a focus, we will also establish a “soft-skills” series that will focus on prepping graduate students for transferrable degree roles and other resources. This program will provide an opportunity to develop additional skills and programs that can aid students in finding skills relevant to their various fields. This change has allowed GSS to aid students in their anxiety regarding job market prospects by offering practical skill building to complement their academic experiences.

- The transition of office roles from Student Affairs to the graduate school provided an opportunity for each area to focus on important programs and services. This new emphasis on Student Affairs providing programmatic opportunities, and the graduate school focusing on services, this has allowed us to expand support for graduate students while streamlining the services and programs. The impact of such changes has provided a graduate school that is more visible and attune to student needs, as well as a Student Affairs division that can more effectively support specific graduate school experiences like transitioning, support services, and life skills/wellness.

Mission / Purpose

The mission of Graduate Student Services is to increase and support the academic, personal, and professional growth of graduate and professional students at The University of Alabama.

This mission holds at its core the commitment to sharing in the socialization process of graduates and professionals to the culture of their UA graduate family and their chosen profession.

We seek to provide:

- An avenue to lifelong learning and the acquisition of essential resources and services;
- Promotion of a supportive framework of services through collaborating with student organizations, academic departments, and other student affairs units;
- Dedication to student development and giving graduate and professionals students at UA a more audible and collective voice.

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 5: Identify Resources

Graduate students will be able to identify the most appropriate resource, program, service to assist them in addressing a personal or academic concern.

Related Measures

M 12: Grad Orientation Library Resources

Utilization of Library Resources

Source of Evidence: Student satisfaction survey at end of the program

Target:

At least 50% of students attending the Library Orientation session, will identify it as useful in navigating resources for research and academic needs.
Finding (2013-2014) - Target: Met
Overall graduate students who participated in the Library session at Grad Orientation found it useful. 75% indicated that they “have an understanding of the resources and services available within the UA Library System” and that they “can utilize the information presented to aid in navigating services found on the UA Library website”. In additional 93% of those surveyed indicated that they “plan to use one or more services” that they learned about during orientation. Post graduate orientation results for library engagement found that 30% of those participating in grad orientation had utilized a library service in at least their first month of classes.

M 13: GSS Mission & Awareness
Percentage of students surveyed who identify with the mission and are aware of the Office of Graduate Student Services
Source of Evidence: Academic indirect indicator of learning - other
Target: 40% of students evaluated through a comprehensive needs assessment will be aware of GSS and identify with its resources and programs.

Finding (2013-2014) - Target: Not Reported This Cycle
Did not measure

M 15: Early Visit Sessions
Sessions designed to familiarize graduate students with housing and peer resources available to them at UA.
Source of Evidence: Exit interviews with grades/program completers
Target: 100% of students participating in Early Visit Sessions will indicate via the exit conversation that they found something valuable about the experience, we able to connect with resources or programs, and were more comfortable with UA and the services of GSS.

Finding (2013-2014) - Target: Not Reported This Cycle
Program was not continued for the 2013-14 academic year.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 1: Interdisciplinary Interaction
As a result of participating in programs and services of GSS, students will engage in dialog with students of different academic disciplines/backgrounds.

Related Measures

M 3: Fridays @ Five Engagement
Students participating in Fridays @ Five programs will have interactions of an interdisciplinary interactions with peers.
Source of Evidence: Student satisfaction survey at end of the program
Target: During Fridays @ Five, at least 50% of attendees will interact with someone of a different academic program through conversation, engaging in activity, or networking opportunities.

Finding (2013-2014) - Target: Met
Through surveys of attendees participating in GSS Friday's @ Five, 86% strongly agreed or agreed with the statement, “As a result of attending Friday's @ Five, I interacted with someone from a different academic program than mine through conversation or a networking opportunity”

M 4: Fridays @ Five participation
Number of students participating in Friday's @ Five events
Source of Evidence: Activity volume
Target: Participation in Friday's @ Five networking activities will be at least 40% of those attending during a specific Friday.

Finding (2013-2014) - Target: Met
Of those attending Friday's @ Five events, GSS recorded that 56% of participants attending participated in the Networking activities provided during Fridays @ Five events and 42% indicated via survey that “Networking activities provided them with an opportunity to share something about themselves or their research to someone they did not know”.

M 6: GSS Boot Camp Interaction
Student participating in Dissertation Boot Camp will share their "Research History" via the tree activity.
Source of Evidence: Presentation, either individual or group
Target: 100% of student boot camp participants will participate in the Tree activity which asks them to share their research roots and progress to the group.

Finding (2013-2014) - Target: Met
100% of students participating in the tree bootcamp activity presented their research to the group. Of those who presented, 72% indicated via satisfaction survey that, "They had a better understanding of their own writing process and journey as a result of hearing the research projects of other members".

OthOtcm 2: Leadership Development
As a result of participating in GSS programs, GSA officers will demonstrate the principles of ethical and engaged leadership.

Related Measures

M 5: GSA Performance
Graduate Student leaders participation in GSA are evaluated based on their progress and role within the organization.

**Source of Evidence:** Performance (recital, exhibit, science project)

**Target:**
GSA leaders will demonstrate proficiency in understanding their role as leaders and in reaching at least 10% of their goals set for the academic year.

**Finding (2013-2014) - Target: Not Reported This Cycle**
Not reported

**M 16: GSA Training**
Pre/Post Test administered regarding leadership trends, UA information, and ethical case study problems.

**Source of Evidence:** Faculty pre-test / post-test of knowledge mastery

**Target:**
100% of GSA Officers will show proficiency in understanding their role as ethical leaders.

**Finding (2013-2014) - Target: Not Reported This Cycle**
Due to change in reporting, GSS no longer directly trains GSA.

**M 18: Student Affairs GA Workshops**
Student Affairs Graduate Assistants who participate in GA programming.

**Source of Evidence:** Performance (recital, exhibit, science project)

**Target:**
75% of graduate assistants who participate in the GA workshop will understand the mission of the division of students affairs and will develop skills to aid them in their professional roles while a part of the student affairs team.

**Finding (2013-2014) - Target: Not Reported This Cycle**
Did not report, as the program did not take place for Fall 2013.

**OthOtcm 3: Wellness**
As a result of participating in programs and services of GSS, graduate students will be able to identify their own patterns of effective health and wellness management.

**Related Measures**

**M 7: Grad Night @ The Rec**
As a result of participating in programs and services of GSS, graduate students will be able to identify their own patterns of effective health and wellness management.

**Source of Evidence:** Student satisfaction survey at end of the program

**Target:**
As a result of participating in programs and services of GSS, at least 40% of graduate students participating in Grad Night @ The REC will be able to identify their own patterns of effective health and wellness management.

**Finding (2013-2014) - Target: Not Reported This Cycle**
Not reported

**M 8: Stress Management Program- Orientation**
Students participating in GSS Orientation will interact with a program or service that will assist them in identifying their own patterns of effective health and wellness management.

**Source of Evidence:** Student satisfaction survey at end of the program

**Target:**
Students participating in the Wellness/Stress Management session of orientation will leave with tangible tools or resources to aid them in the development of personal wellness/health management strategies.

**Finding (2013-2014) - Target: Met**
Of those participating in Graduate Orientation, we found that 93% overall either agreed or strongly agreed with the statement that "As a result of participating in personal wellness programs, I am able to identify strategies for my own personal health and management with a graduate student at UA." 57% of students surveyed indicated that the information provided in the wellness/stress management orientation program was "very useful", while 40% felt the information was "useful" in giving them tools and resources to create their own wellness management strategies.

**M 14: GSS PhD Comics**
Program designed to emphasize wellness through comedy.

**Source of Evidence:** Exit interviews with grads/program completers

**Target:**
As a result of attending the GSS PhD Comics movie, 50% of students will be able to discuss ways to improve wellness in their academic journey.

**Finding (2013-2014) - Target: Not Reported This Cycle**
Same; did not continue- nothing report.

**OthOtcm 4: Service/Engagement**
As a result of participating in programs/services of GSs, graduate student parents will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.

**Related Measures**

**M 9: Cultural Series Participation**
Number of graduate students participating in Cultural Series opportunities

**Source of Evidence:** Activity volume

**Target:**
Will have at least a 10-15% increase in participation in Cultural Series programming.
**M 10:** Cultural Series Engagement  
Students were evaluated on how their participation in the Cultural Series aided in meeting the goals of the learning objective.

**Source of Evidence:** Student course evaluations on learning gains made  

**Target:**  
As a result of participating in programs, graduate student will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.

**Finding (2013-2014) - Target: Partially Met**  
Of those surveyed 91% also indicated that they would be "more likely to attend a cultural event or program again".

**M 11:** SFS Participation Survey  
Graduate Student who participate in SFS program will make progress towards degree.

**Source of Evidence:** Student satisfaction survey at end of the program  

**Target:**  
As a result of utilizing services provided by Sitters For Services, at least %50 of graduate students parents will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.

**Finding (2013-2014) - Target: Partially Met**  
No longer in our office, so nothing to report.

**OthOtcm 6: Academic Enrichment**  
As a result of participating in programs and services of GSS, graduate students will be able to recognize resources to aid in their academic enrichment and identify personal areas for improvement.

**Related Measures**

**M 1:** GSS Boot Camp Goal Setting  
Graduate students participating in the GSS Bootcamp will meet their personal goals that were established at the beginning of bootcamp and see an increase in their level of productivity.

**Source of Evidence:** Faculty pre-test / post-test of knowledge mastery  

**Target:**  
At least 50% of graduate students participating in GSS Bootcamp will reach pre-determined goals by the conclusion of the program and see an increase in their level of productivity.

**Finding (2013-2014) - Target: Met**  
93% of students participating met at least 2 of their designated goals with the workshop. 87% were satisfied or very satisfied with their progress on a personal level at the conclusion of the camp.

**M 2:** Academic Unit Partnerships  
Number of academic units partnered with to provide services and programs to graduate students in the interest of academic enrichment & engagement.

**Source of Evidence:** Activity volume  

**Target:**  
Number of academic programmatic partnerships will increase by at least 10% in the 2011-12 academic calendar year.

**Finding (2013-2014) - Target: Partially Met**  
Academic partnerships have remained consist for the 2014-14 academic year.

**Related Action Plans (by Established cycle, then alpha):**

**Increase Academic Programmatic Partnerships**  
Established in Cycle: 2013-2014  
During the 2013-14 academic year, Graduate Student Services seeks to increase partnership with academic programs by 10% in offer...

For full information, see the Details of Action Plans section of this report.

**M 17:** Research Engagement  
Needs assessment was administered to gauge level of interaction among graduate student with research endeavors involving faculty and their desire to engage in research with faculty.

**Source of Evidence:** Academic indirect indicator of learning - other  

**Target:**  
60% of students surveyed who have actively participated in the graduate student programming, will indicate satisfaction with their exposure to research experiences.

**Finding (2013-2014) - Target: Not Reported This Cycle**  
Did not report.
GA Professional Development
Programming utilized to assist Student Affairs graduate assistants with professional development opportunities and engagement while in the division. This measure speaks to SA Graduate Assistantship knowing and understanding the mission of the division in a way that is helpful to their role and in the development of skills to aid them in their professional roles.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High
Budget Amount Requested: $2,000.00 (one time)

Increase Academic Programmatic Partnerships
During the 2013-14 academic year, Graduate Student Services seeks to increase partnership with academic programs by 10% in offerings and sponsorships with specific areas.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: Medium

Relationships (Measure | Outcome/Objective):
Measure: Academic Unit Partnerships | Outcome/Objective: Academic Enrichment

Implementation Description: Through working strategically with a variety of offices, our action plan for this measure includes utilizing our four key mission areas of Intellectual Enrichment, Personal Development, Community Engagement, and Arts & Culture we will identify key academic themes that could relate to those specific areas and set-up meeting to discuss possible event collaborations. We hope to utilize the database of "Areas of Expertise" that was created to highlight key areas of expertise among our UA faculty.

Projected Completion Date: 05/2014
Responsible Person/Group: Office of Student Involvement
Additional Resources: N/A
Budget Amount Requested: $3,000.00 (recurring)

Increase Participation in Cultural Series programming
Through useful partnership, GSS seeks to increase participation in sponsored cultural programs among graduate students.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: Medium

Relationships (Measure | Outcome/Objective):
Measure: Cultural Series Participation | Outcome/Objective: Service/Engagement

Implementation Description: Through a targeted approach, we will seek to increase awareness of cultural event offerings for graduate students, both on campus and in the surrounding community. This effort will be best accomplished through cultural event advertisement and offering tickets and other items for graduate students to participate in. In addition, we will continue our Cultural Series and provide free tickets to 4 cultural events during the academic year.

Projected Completion Date: 05/2014
Responsible Person/Group: Rosalind Moore Stephanie Vess
Additional Resources: Monetary Support to increase ticket give-aways Listing of upcoming cultural experiences, both of a social and academic nature Use of online newsletter for distribution of information Identify different ways to address culture
Mission / Purpose

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- An avenue to lifelong learning and the acquisition of essential resources and services;
- Promotion of a supportive framework of services through collaborating with student organizations, academic departments, and other student affairs units;
- Dedication to student development and giving graduate and professionals students at UA a more audible and collective voice.

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 5: Identify Resources

Graduate students will be able to identify the most appropriate resource, program, service to assist them in addressing a personal or academic concern.

Related Measures

M 13: Grad Orientation Library Resources

Utilization of Library Resources

Source of Evidence: Student satisfaction survey at end of the program

Target:

At least 50% of students attending the Library Orientation session, will identify it as useful in navigating resources for research and academic needs.

Finding (2012-2013) - Target: Met

Overall graduate students who participated in the Library session at Grad Orientation found it useful. 69% indicated that they “have an understanding of the resources and services available within the UA Library System” and that they “can utilize the information presented to aid in navigating services found on the UA Library website”. In addition 93% of those surveyed indicated that they “plan to use one or more services” that they learned about during orientation. Post graduate orientation results for library engagement found that 32% of those participating in grad orientation had utilized a library service in at least their first month of classes.

M 14: GSS Mission & Awareness

Percentage of students surveyed who identify with the mission and are aware of the Office of Graduate Student Services

Source of Evidence: Academic indirect indicator of learning - other

Target:

40% of students evaluated through a comprehensive needs assessment will be aware of GSS and identify with its resources and programs.

Finding (2012-2013) - Target: Not Reported This Cycle

Did not measure in this cycle.

M 15: Early Visit Sessions

Sessions designed to familiarize graduate students with housing and peer resources available to them at UA.

Source of Evidence: Exit interviews with grads/program completers

Target:

100% of students participating in Early Visit Sessions will indicate via the exit conversation that they found something valuable about the experience, we able to connect with resources or programs, and were more comfortable with UA and the services of GSS

Finding (2012-2013) - Target: Partially Met

84% of students participating in Early Visit Sessions will indicate via the exit conversation that they found something valuable about the experience, were able to connect with resources or programs, and were more comfortable with UA and the services of GSS

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 1: Interdisciplinary Interaction

As a result of participating in programs and services of GSS, students will engage in dialog with students of different academic disciplines/backgrounds.
Related Measures

M 1: Fridays @ Five Engagement
Students participating in Fridays @ Five programs will have interactions of an interdisciplinary interactions with peers.

Source of Evidence: Student satisfaction survey at the end of the program

Target:
During Fridays @ Five, at least 50% of attendees will interact with someone of a different academic program through conversation, engaging in activity, or networking opportunities.

Finding (2012-2013) - Target: Met
Through surveys of attendees participating in GSS Friday's @ Five, 87% strongly agreed or agreed with the statement, "As a result of attending Friday's @ Five, I interacted with someone from a different academic program than mine through conversation or a networking opportunity".

M 2: Fridays @ Five participation
Number of students participating in Friday's @ Five events

Source of Evidence: Activity volume

Target:
Participation in Friday's @ Five networking activities will be at least 40% of those attending during a specific Friday.

Finding (2012-2013) - Target: Met
Of those attending Friday's @ Five events, GSS recorded that 55% of participants attending participated in the Networking activities provided during Fridays @ Five events and 38% indicated via survey that "Networking activities provided them with an opportunity to share something about themselves or their research to someone they did not know".

M 3: GSS Boot Camp Interaction
Student participating in Dissertation Boot Camp will share their "Research History" via the tree activity.

Source of Evidence: Presentation, either individual or group

Target:
100% of student boot camp participants will participate in the Tree activity which asks them to share their research roots and progress to the group.

Finding (2012-2013) - Target: Met
100% of students participating in the tree bootcamp activity presented their research to the group. Of those who presented, 75% indicated via satisfaction survey that, "They had a better understanding of their own writing process and journey as a result of hearing the research projects of other members".

OthOtcm 2: Leadership Development
As a result of participating in GSS programs, GSA officers will demonstrate the principles of ethical and engaged leadership.

Related Measures

M 4: Student Affairs GA Workshops
Student Affairs Graduate Assistants who participate in GA programming.

Source of Evidence: Performance (recital, exhibit, science project)

Target:
75% of graduate assistants who participate in the GA workshop will understand the mission of the division of students affairs and will develop skills to aid them in their professional roles while a part of the student affairs team.

Finding (2012-2013) - Target: Partially Met
55% of graduate assistants participating in our GA workshops indicated that they "agree" that the information provided was "useful in their role with the division of student affairs".

M 5: GSA Performance
Graduate Student leaders participation in GSA are evaluated based on their progress and role within the organization

Source of Evidence: Performance (recital, exhibit, science project)

Target:
GSA leaders will demonstrate proficiency in understanding their role as leaders and in reaching at least 10% of their goals set for the academic year.

Finding (2012-2013) - Target: Partially Met
Through officer performance evaluations, GSS found that only 30% of GSA leaders had progressed at a satisfactory or above average rate in the academic years in terms of understanding and following through on the duties of their role. These results were compiled through an evaluation of leader progress reports and in comparing their results to the action steps defined in each performance guideline. 20% of those evaluated were able to show evidence of completing at least 10% of their determined goals items as completed during the 2012-13 goal year.

M 6: GSA Training
Pre/Post Test administered regarding leadership trends, UA information, and ethical case study problems.

Source of Evidence: Faculty pre-test / post-test of knowledge mastery

Target:
100% of GSA Officers will show proficiency in understanding their role as ethical leaders.

Finding (2012-2013) - Target: Not Reported This Cycle
Due to structural changes in the GSA set-up, there was not active engagement in assessing this measure.

OthOtcm 3: Wellness
As a result of participating in programs and services of GSS, graduate students will be able to identify their own patterns of effective health and wellness management.
**Related Measures**

**M 7: GSS PhD Comics**  
Program designed to emphasize wellness through comedy.  
**Source of Evidence:** Exit interviews with grads/program completers  
**Target:**  
As a result of attending the GSS PhD Comics movie, 50% of students will be able to discuss ways to improve wellness in their academic journey.  
**Finding (2012-2013) - Target: Not Reported This Cycle**  
Due to funding, the event did not continue. Nothing to report at this time.

**M 8: Grad Night @ The Rec**  
As a result of participating in programs and services of GSS, graduate students will be able to identify their own patterns of effective health and wellness management.  
**Source of Evidence:** Student satisfaction survey at end of the program  
**Target:**  
As a result of participating in programs and services of GSS, at least 40% of graduate students participating in Grad Night @ The REC will be able to identify their own patterns of effective health and wellness management.  
**Finding (2012-2013) - Target: Not Reported This Cycle**  
Did not have an opportunity to evaluate this measure.

**M 9: Stress Management Program-Orientation**  
Students participating in GSS Orientation will interact with a program or service that will assist them in identifying their own patterns of effective health and wellness management.  
**Source of Evidence:** Student satisfaction survey at end of the program  
**Target:**  
Students participating in the Wellness/Stress Management session of orientation will leave with tangible tools or resources to aid them in the development of personal wellness/health management strategies.  
**Finding (2012-2013) - Target: Met**  
Of those participating in Graduate Orientation, we found that 93% overall either agreed or strongly agreed with the statement that "As a result of participating in personal wellness programs, I am able to identify strategies for my own personal health and management with a graduate student at UA." 53% of students surveyed indicated that the information provided in the wellness/stress management orientation program was "very useful", while 30% felt the information was "useful" in giving them tools and resources to create their own wellness management strategies.

**M 10: Cultural Series Participation**  
Number of graduate students participating in Cultural Series opportunities  
**Source of Evidence:** Activity volume  
**Target:**  
Will have at least a 10-15% increase in participation in Cultural Series programming.  
**Finding (2012-2013) - Target: Partially Met**  
Through useful partnership, we were able to increase student inquiry in the GSS Cultural Series, as well as participation GSS saw a participant increase of 4%.

**M 11: Cultural Series Engagement**  
Students were evaluated on how their participation in the Cultural Series aided in meeting the goals of the learning objective.  
**Source of Evidence:** Student course evaluations on learning gains made  
**Target:**  
As a result of participating in programs, graduate student will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.  
**Finding (2012-2013) - Target: Met**  
Of those surveyed who attended one or more cultural series event, 53.3% indicated that "As a result of participating in the GSS Cultural Series that they were more open to engagement activities and that engaging in wellness might positively impact their potential progress towards degree". "91% also indicated that they would be "more likely to attend a cultural event or program again".

**M 12: SFS Participation Survey**  
Graduate Student who participate in SFS program will make progress towards degree.  
**Source of Evidence:** Student satisfaction survey at end of the program  
**Target:**  
As a result of utilizing services provided by Sitters For Services, at least 50% of graduate students parents will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.  
**Finding (2012-2013) - Target: Not Reported This Cycle**  
As a result of structural changes in The Office of Graduate Student Services, this function was removed from GSS in the 2012-13 cycle and so we no longer have results to report.

**OthOtcm 4: Service/Engagement**  
As a result of participating in programs/services of GSs, graduate student parents will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.

**Related Measures**

**OthOtcm 6: Academic Enrichment**  
As a result of participating in programs and services of GSS, graduate students will be able to recognize resources to aid
in their academic enrichment and identify personal areas for improvement.

**Related Measures**

**M 16: Research Engagement**
Needs assessment was administered to gauge level of interaction among graduate student with research endeavors involving faculty and their desire to engage in research with faculty.

Source of Evidence: Academic indirect indicator of learning - other

**Target:**
60% of students surveyed who have actively participated in the graduate student programming, will indicate satisfaction with their exposure to research experiences.

**Finding (2012-2013) - Target: Not Met**
45% of students surveyed indicated that they would like the further develop their Knowledge of, and ability to conduct research. In an additional response, 51.7% of students indicated that they were "satisfied" with their experience doing research with faculty. 3% indicated dissatisfaction with that experience.

**M 17: GSS Boot Camp Goal Setting**
Graduate students participating in the GSS Bootcamp will meet their personal goals that were established at the beginning of bootcamp and see an increase in their level of productivity.

Source of Evidence: Faculty pre-test / post-test of knowledge mastery

**Target:**
At least 50% of graduate students participating in GSS Bootcamp will reach pre-determined goals by the conclusion of the program and see an increase in their level of productivity.

**Finding (2012-2013) - Target: Met**
76% of student surveyed indicated that they met their goal set for boot camp by the conclusion of the session. In a 2-week check-up 60% indicated that they had an increase in their level of productivity compared to their perceived work prior to participation in boot camp.

**M 18: Academic Unit Partnerships**
Number of academic units partnered with to provide services and programs to graduate students in the interest of academic enrichment & engagement.

Source of Evidence: Activity volume

**Target:**
Number of academic programmatic partnerships will increase by at least 10% in the 2011-12 academic calendar year.

**Finding (2012-2013) - Target: Partially Met**
During the 2012-13 academic year, Graduate Student Services recorded 12 partnership based programs with academic units ranging from orientation speeches to interactive group meetings with graduate students. The goal was to have a 10% increase. GSS did not have that increase, but did maintain the increase of 4% with academic partnerships.
Mission / Purpose

The mission of Graduate Student Services is to increase and support the academic, personal, and professional growth of graduate and professional students at The University of Alabama.

This mission holds at its core the commitment to sharing in the socialization process of graduates and professionals to the culture of their UA graduate family and their chosen profession.

We seek to provide:

· An avenue to lifelong learning and the acquisition of essential resources and services;
· Promotion of a supportive framework of services through collaborating with student organizations, academic departments, and other student affairs units;
· Dedication to student development and giving graduate and professionals students at UA a more audible and collective voice.

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 5: Identify Resources

Graduate students will be able to identify the most appropriate resource, program, service to assist them in addressing a personal or academic concern.

Related Measures

M 12: Grad Orientation Library Resources

Utilization of Library Resources

Source of Evidence: Student satisfaction survey at end of the program

Target:

At least 50% of students attending the Library Orientation session, will identify it as useful in navigating resources for research and academic needs.

Finding (2011-2012) - Target: Met

Overall graduate students who participated in the Library session at Grad Orientation found it useful. 71.4% indicated that they "have an understanding of the resources and services available within the UA Library System" and that they "can utilize the information presented to aid in navigating services found on the UA Library website". In addition 100% of those surveyed indicated that they "plan to use one or more services" that they learned about during orientation.

M 13: GSS Mission & Awareness

Percentage of students surveyed who identify with the mission and are aware of the Office of Graduate Student Services

Source of Evidence: Academic indirect indicator of learning - other

Target:

40% of students evaluated through a comprehensive needs assessment will be aware of GSS and identify with its resources and programs.

Finding (2011-2012) - Target: Met

Of those surveyed, 78% of students indicated that they were aware of the Office of Graduate Student Services and 81% identified the individuals focuses of the mission as important to their development as graduate students.

M 15: Early Visit Sessions

Sessions designed to familiarize graduate students with housing and peer resources available to them at UA.

Source of Evidence: Exit interviews with grads/program completers

Target:

100% of students participating in Early Visit Sessions will indicate via the exit conversation that they found something valuable about the experience, we able to connect with resources or programs, and were more comfortable with UA and the services of GSS.

Finding (2011-2012) - Target: Partially Met

Through post evaluation, we found that 90% of participants indicated that they found something valuable about the experience, we able to connect with resources or programs, and were more comfortable with UA and the services of GSS.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 1: Interdisciplinary Interaction

As a result of participating in programs and services of GSS, students will engage in dialog with students of different academic disciplines/backgrounds.
**Related Measures**

**M 3: Fridays @ Five Engagement**
Students participating in Fridays @ Five programs will have interactions of an interdisciplinary interactions with peers.

Source of Evidence: Student satisfaction survey at the end of the program

**Target:**
During Fridays @ Five, at least 50% of attendees will interact with someone of a different academic program through conversation, engaging in activity, or networking opportunities.

**Finding (2011-2012) - Target: Met**
Through surveys of attendees participating in GSS Friday's @ Five, 83% strongly agreed or agreed with the statement, "As a result of attending Friday's @ Five, I interacted with someone from a different academic program than mine through conversation or a networking opportunity".

**M 4: Fridays @ Five participation**
Number of students participating in Friday's @ Five events

Source of Evidence: Activity volume

**Target:**
Participation in Friday's @ Five networking activities will be at least 40% of those attending during a specific Friday.

**Finding (2011-2012) - Target: Met**
Of those attending Friday's @ Five events, GSS recorded that 53% of participants attending participated in the Networking activities provided during Fridays @ Five events and 42% indicated via survey that "Networking activities provided them with an opportunity to share something about themselves or their research to someone they did not know".

**M 6: GSS Boot Camp Interaction**
Student participating in Dissertation Boot Camp will share their "Research History" via the tree activity.

Source of Evidence: Presentation, either individual or group

**Target:**
100% of student boot camp participants will participate in the Tree activity which asks them to share their research roots and progress to the group.

**Finding (2011-2012) - Target: Met**
100% of students participating in the tree bootcamp activity presented their research to the group. Of those who presented, 85% indicated via satisfaction survey that, "They had a better understanding of their own writing process and journey as a result of hearing the research projects of other members".

**OthOtm 2: Leadership Development**
As a result of participating in GSS programs, GSA officers will demonstrate the principles of ethical and engaged leadership.

**Related Measures**

**M 5: GSA Performance**
Graduate Student leaders participation in GSA are evaluated based on their progress and role within the organization

Source of Evidence: Performance (recital, exhibit, science project)

**Target:**
GSA leaders will demonstrate proficiency in understanding their role as leaders and in reaching at least 10% of their goals set for the academic year.

**Finding (2011-2012) - Target: Met**
Through officer performance evaluations, GSS found that 80% of GSA leaders had progressed at a satisfactory or above average rate in the academic years in terms of understanding and following through on the duties of their role. These results were compiled through an evaluation of leader progress reports and in comparing their results to the action steps defined in each performance guideline. 40% of those evaluated were able to show evidence of completing at least 10% of their determined goals items as completed during the 2011-12 goal year.

**M 16: GSA Training**
Pre/Post Test administered regarding leadership trends, UA information, and ethical case study problems.

Source of Evidence: Faculty pre-test / post-test of knowledge mastery

**Target:**
100% of GSA Officers will show proficiency in understanding their role as ethical leaders.

**Finding (2011-2012) - Target: Not Reported This Cycle**
Pre/Post test was not distributed this year and so this finding will be reported in the 2012-13 cycle.

**M 18: Student Affairs GA Workshops**
Student Affairs Graduate Assistants who participate in GA programming.

Source of Evidence: Performance (recital, exhibit, science project)

**Target:**
75% of graduate assistants who participate in the GA workshop will understand the mission of the division of students affairs and will develop skills to aid them in their professional roles while a part of the student affairs team.

**Finding (2011-2012) - Target: Not Reported This Cycle**
Evaluations were not administered, therefore we will not be able to report on this measure for the 2012-13 academic cycle, but will be able to report during the 2012-13 year.

**OthOtm 3: Wellness**
As a result of participating in programs and services of GSS, graduate students will be able to identify their own patterns of effective health and wellness management.
**Related Measures**

**M 7: Grad Night @ The Rec**
As a result of participating in programs and services of GSS, graduate students will be able to identify their own patterns of effective health and wellness management.

Source of Evidence: Student satisfaction survey at end of the program

**Target:**
As a result of participating in programs and services of GSS, at least 40% of graduate students participating in Grad Night @ The REC will be able to identify their own patterns of effective health and wellness management.

**Finding (2011-2012) - Target: Met**
72% of graduate students participating in Grad Night at the REC indicated that they agree or strongly agree with the statement that "As a result of participating in Grad Night @ The Rec programs and outreach, I am better able to identify and prioritize a wellness plan". This data supports the positive result of our outcome and indicates that not only did students learn something valuable about their own health patterns, but found the information provided useful enough to impact a positive change in their current plan.

**M 8: Stress Management Program-Orientation**
Students participating in GSS Orientation will interact with a program or service that will assist them in identifying their own patterns of effective health and wellness management.

Source of Evidence: Student satisfaction survey at end of the program

**Target:**
Students participating in the Wellness/Stress Management session of orientation will leave with tangible tools or resources to aid them in the development of personal wellness/health management strategies.

**Finding (2011-2012) - Target: Met**
52% of students surveyed indicated that the information provided in the wellness/stress management orientation program was "very useful", while 30% felt the information was "useful" in giving them tools and resources to create their own wellness management strategies.

**M 14: GSS PhD Comics**
Program designed to emphasize wellness through comedy.

Source of Evidence: Exit interviews with grads/program completers

**Target:**
As a result of attending the GSS PhD Comics movie, 50% of students will be able to discuss ways to improve wellness in their academic journey.

**Finding (2011-2012) - Target: Partially Met**
Through a post discussion, students were able to apply the themes seen in the PhD movie with their own academic journey. 30% of students attending participated in the post discussion and offered additional comments. In the future, improvements will be made to the program to allow for a pre/post test of their knowledge.

**M 9: Cultural Series Participation**
Number of graduate students participating in Cultural Series opportunities

Source of Evidence: Activity volume

**Target:**
Will have at least a 10-15% increase in participation in Cultural Series programming.

**Finding (2011-2012) - Target: Partially Met**
Student inquiry in the GSS Cultural Series increased from 105 participants in 2010-11 to 245 participants in the 2011-2012 academic year. We did not meet the original goal set, however, this was due in part to the lack of funding available to support additional tickets. While we did not reach our participation goal, interest in the GSS Cultural Series rose from 50 inquiries per month, to an average of 83 inquiries per month.

**M 10: Cultural Series Engagement**
Students were evaluated on how their participation in the Cultural Series aided in meeting the goals of the learning objective.

Source of Evidence: Student course evaluations on learning gains made

**Target:**
As a result of participating in programs, graduate student parents will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.

**Finding (2011-2012) - Target: Met**
Of those surveyed who attended one or more cultural series event, 60.3% indicated that "As a result of participating in the GSS Cultural Series that they were more open to engagement activities and that engaging in wellness might positively impact their potential progress towards degree". 89% also indicated that they would be "more likely to attend a cultural event or program again".

**M 11: SFS Participation Survey**
Graduate Student who participate in SFS program will make progress towards degree.

Source of Evidence: Student satisfaction survey at end of the program

**Target:**
As a result of utilizing services provided by Sitters For Services, at least 50% of graduate students parents will be open to opportunities that improve their academic and social lives, as well as improve the progress towards their degree.
Finding (2011-2012) - Target: Met

Overall, student parent survey respondents indicated agreement with statements associated with program goals and outcomes with 75.1% of respondents indicating the program had improved the quality of their academic experience, 68.8% indicating it had helped improve their social experience and 93.8% indicating the program had helped them make progress toward the completion of their degree.

OthOtcm 6: Academic Enrichment

As a result of participating in programs and services of GSS, graduate students will be able to recognize resources to aid in their academic enrichment and identify personal areas for improvement.

Related Measures

M 1: GSS Boot Camp Goal Setting

Graduate students participating in the GSS Bootcamp will meet their personal goals that were established at the beginning of bootcamp and see an increase in their level of productivity.

Source of Evidence: Faculty pre-test / post-test of knowledge mastery

Target:

At least 50% of graduate students participating in GSS Bootcamp will reach pre-determined goals by the conclusion of the program and see an increase in their level of productivity.

Finding (2011-2012) - Target: Met

Dissertation Bootcamp consisted of a pre-test and post-test of progress as a stipulation of participation in the program. In the pre-test analysis, it was found that 30% of the participants had been minimally successful in reaching their desired goal. At the conclusion of bootcamp through post-test results, it was found that 71.4% of bootcamp participants had been successful at setting and accomplishing their target goal areas by the end of the program.

M 2: Academic Unit Partnerships

Number of academic units partnered with to provide services and programs to graduate students in the interest of academic enrichment & engagement.

Source of Evidence: Activity volume

Target:

Number of academic programmatic partnerships will increase by at least 10% in the 2011-12 academic calendar year.

Finding (2011-2012) - Target: Partially Met

The Office of Graduate Student Services partnered with 5 academic units in the 2010-11 academic year to provide programs and services. During the 2011-12 academic year, Graduate Student Services recorded 12 partnership based programs with academic units ranging from orientation speeches to interactive group meetings with graduate students. The goal was to have a 10% increase. GSS did not have that increase, but did increase academic partnerships by 4%.

M 17: Research Engagement

Needs assessment was administered to gauge level of interaction among graduate student with research endeavors involving faculty and their desire to engage in research with faculty.

Source of Evidence: Academic indirect indicator of learning - other

Target:

60% of students surveyed who have actively participated in the graduate student programming, will indicate satisfaction with their exposure to research experiences.

Finding (2011-2012) - Target: Partially Met

64% of students surveyed indicated that they would like the further develop their Knowledge of, and ability to conduct research. In an additional response, 51.7% of students indicated that they were "satisfied" with their experience doing research with faculty. 6% indicated dissatisfaction with that experience.