



STUDENT LEADERSHIP & INVOLVEMENT

THE UNIVERSITY OF UTAH

2021 - 2022 ANNUAL REPORT



Inauguration



C.O.D.E



Stuff-a-Plush



SLI Retreat

I. PRIMARY PURPOSE

Mission

Student Leadership & Involvement had an eventful year in all areas of the department. A major accomplishment included revising the departmental mission statement and developing new initiatives as part of the Balanced Scorecard process. The new mission statement for Student Leadership & Involvement reads:

“We (Student Leadership & Involvement) support student well-being and success by providing inclusive and equitable spaces for student advocacy and engagement. We strive to help students become the core of their learning experiences through co-created leadership and involvement opportunities that cultivate a sense of belonging and empower personal growth and development”.

Departmental Purpose & Functions

Student Leadership & Involvement (SLI) serves as an integral part of the University of Utah student experience. The department empowers students to be effective leaders and invest in positive change by serving as a clearinghouse and training ground for impactful engagement across campus, within the community and around the world. SLI serves students by providing leadership and involvement opportunities within the department and by connecting students to these types of opportunities on campus. Whether students are interested in starting or joining a Recognized Student Organization (RSO), participating in a Leadership Development program, or getting involved with the Associated Students of the University of Utah (ASUU), SLI is here to facilitate these important connections. SLI is a department within the division of Student Affairs at the University of Utah and is located in the “Student Involvement Wing” of the Union Building. Departmental values of Student-Centered, Social Justice/Inclusion, Collaboration, Innovation, and Integrity position us to work to transform student lives by involving the student in the learning process, valuing and affirming every identity they bring to the community and creating curricular and co-curricular partnerships.

II. DEPARTMENTAL OUTCOMES

Outcome A:

Student Leadership & Development

Students gain leadership knowledge and skills from workshops, conferences, and involvement opportunities.



Outcome B:

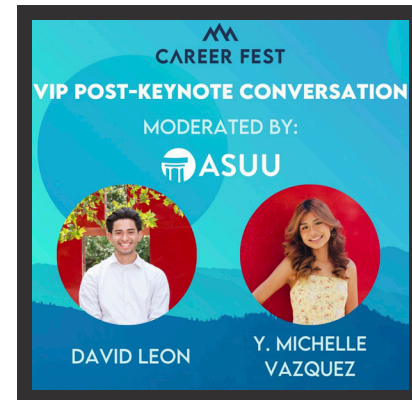
Campus Engagement

Students engage with events, programs and involvement opportunities provided by Student Leadership & Involvement.

Outcome C:

Recognized Student Organization Engagement and Expansion

Recognized Student Organizations (RSO's) receive training, information and resources to thrive and become official opportunities for students to find community and involvement and develop their leadership skills.



Outcome D:

Accessible and Efficient Office Operations

Office and team infrastructure is maintained and improved upon, to best serve students as they seek and pursue student leadership and involvement opportunities.

Outcome E:

Professional Development of Staff

Provide opportunities for professional development for the campus community, and create a culture of professional development within department staff.

III. PROGRAMS, SERVICES, & RESOURCES

Student Leadership & Involvement Interns and Fellows

Supports the following Departmental Outcomes:

- Campus Engagement
- Recognized Student Organization Engagement and Expansion

Meeting outcomes, contributing factors to success, identifying and addressing obstacles:



Student Leadership & Involvement hosted two interns and one fellow this past fiscal year. This included Sarah Kingsley (Involvement and Outreach Ambassador), Alejandro Sanchez (Leadership Fellow), and Azel Akhmetova (Involvement and Outreach Ambassador). These students were available for involvement consultations, consulting Recognized Student Organizations, tabling at outreach events, and more. These student opportunities continue to evolve to meet departmental needs and also grow into exciting and meaningful opportunities for the students in these roles.

Getting Involved Fair

Supports the following Departmental Outcomes:

- Campus Engagement
- Recognized Student Organization Engagement and Expansion

Meeting outcomes, contributing factors to success, identifying and addressing obstacles:

The Get Involved Fair provides an opportunity for currently active Recognized Student Organizations (RSOs) to showcase their organization and engage with both incoming students and the broader campus community. By hosting this event at the beginning of Fall and Spring semesters, RSOs are able to start each semester with an opportunity to recruit new members. Overall, this event promotes the University of Utah's growing RSO community and helps create an exciting and welcoming environment for incoming students who are looking for involvement opportunities around campus.



III. PROGRAMS, SERVICES, & RESOURCES

Getting Involved Fair Continued

Fall 2021 Getting Involved Fair

The Fall 2021 Get Involved Fair was held on September 1 – 3 on the Union Plaza from 10 am – 2 pm each day. SLI hosted 127 Recognized Student Organizations across all three days, showcasing their organizations in front of new students and the broader campus community.

This event promotes campus and RSO engagement and expansion because it creates an opportunity for RSOs to showcase their work and interact with incoming students and the greater campus community in a fun and engaging way.

Department outcomes were met by coordinating with the Public Health department to ensure the event was as safe as possible and creating additional flexibility for student organizations by holding the event across three days. After holding the event virtually last year, student organizations were excited to participate in person this year.



Challenges included the ongoing COVID-19 pandemic. Heading into the academic year, many RSOs were struggling to recruit members and were not very responsive to emails from our department over the summer. To overcome this challenge, we rented extra tables and allowed day of registrations for RSOs who did not register, but still wanted to participate. Moving forward, we will let student organizations know about the event earlier and reach out to campus partners and RSO advisors to make registering for this event more accessible and convenient for RSOs.

III. PROGRAMS, SERVICES, & RESOURCES

Getting Involved Fair Continued

Spring 2022 Getting Involved Fair

The Spring Get Involved Fair was held virtually on Thursday, January 13 from 10 am – 2 pm. Due to the increase in COVID-19 cases at the time (and limited ability to host the event outdoors during that time), it was decided to host the event virtually on Campus Connect instead of in the Union Ballroom. Due to the change in delivery, SLI saw a decrease in engagement from what we were expecting. Throughout the event, 61 RSOs participated and 145 students participated. Despite challenges presented by the evolving COVID-19 pandemic, the Spring Get Involved Fair provided an opportunity for newly recognized RSOs to showcase their organizations to incoming students and the broader campus community.

This event promotes campus and RSO engagement & expansion because it creates an opportunity for RSOs to showcase their work and interact with incoming students and the greater campus community in a fun and engaging way.

Department outcomes were met by shifting this event to an online format so students could engage with RSOs from anywhere. By hosting the event on Campus Connect, students looking for involvement opportunities could speak with student organization leaders virtually via Zoom instead of needing to travel to the Student Union to do so.

Challenges included navigating the ongoing COVID-19 pandemic. At the time COVID-19 cases were spiking with the Omicron Variant, so an online event was the path SLI pursued. Because of the last-minute shift, many RSOs did not participate and many students at large did not attend. To address this challenge, our department will create additional opportunities for RSOs to showcase their organizations. Providing more opportunities for RSOs throughout the year will help promote the RSO community even if organizations cannot participate in the Get Involved Fair.



III. PROGRAMS, SERVICES, & RESOURCES

Recognized Student Organization Admin Training

Supports the following Departmental Outcomes:

- Student Leadership & Development
- Recognized Student Organization Engagement and Expansion

Meeting outcomes, contributing factors to success, identifying and addressing obstacles:

Over the course of the 2021-2022 academic year, Student Leadership & Involved hosted 35 Recognized Student Organization (RSO) Administrative trainings with a total of 462 students in attendance. In these trainings, student organization leaders learn about relevant University policies and resources available to RSOs across campus.

RSO Admin trainings support engagement, expansion, and leadership development by providing student leaders with the knowledge and tools they need to navigate University policy and meet their organizations' goals.

Department outcomes were met by requiring RSOs to attend this training as part of the re-registration process. Requiring this training helped ensure student leaders knew how to request ASUU funding, access RSO resources, and where on campus they can go to receive academic and personal support.

Challenges included students not being able to attend these trainings at the times or locations they were offered. To address this issue, we hosted many trainings virtually via Zoom and a few in the evening. In the future, we will record these trainings so students can access them whenever they are able.



III. PROGRAMS, SERVICES, & RESOURCES

Recognized Student Organization Admin Training Continued

Over the course of the 2021-2022 academic year, Student Leadership & Involvement hosted 17 New RSO Information Sessions with a total of 143 students in attendance. In these trainings, students learn how to start new student organizations, the benefits of starting an RSO, and resources available to RSO student leaders across campus. New RSO Information Sessions support engagement, expansion, and leadership development by providing opportunities for students to learn about the RSO recognition process and ask questions about how to lead a student organization.

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III. PROGRAMS, SERVICES, & RESOURCES

Recognized Student Organization Admin Training Continued

During the 2021-2022 academic year, Student Leadership & Involvement Recognized 108 new Recognized Student Organizations (RSOs) with the total number of active RSOs reaching 520 during the academic year.

The RSO community supports RSO engagement, expansion, and leadership development by creating opportunities for students to find community, develop transferrable skills, and engage with other students and the greater campus community outside of the classroom. RSOs provide opportunities for students to engage with their field of study outside of the classroom, plan events, and travel to conferences and competitions. With students starting new RSOs each year, the opportunities to get involved continues to grow and diversify, providing unique involvement opportunities that fit students' interests and needs.

Department outcomes were met by providing many student leader training sessions throughout the year and creating opportunities to student leaders to engage with our student organization staff. This year, our student organization staff built positive relationships with student leaders and were able to answer questions that helped student organizations make informed decisions.

Challenges to the engagement and expansion of the RSO community include the ongoing COVID-19 pandemic. At the start of the fall semester, many RSOs had low membership and engagement because they were not very active during the last few years. Other challenges included helping students navigate the evolving COVID-19 guidance, and helping student leaders and advisors navigate University policy.

Moving forward, we will provide a series of RSO resource documents, videos, and infographics for student leaders and advisors to help them operate in a way that is both effective and compliant with relevant University policy. We will also check in monthly with student leaders and advisors with important updates and resources to help them make informed decisions on behalf of their organizations.

III. PROGRAMS, SERVICES, & RESOURCES

Recognized Student Organization Admin Training Continued

Student Organization Testimonials

Women's Outdoor Leadership Summit:

"In our first year as an organization, we've gained 250 members, held four different trips/courses to various amazing spaces in Utah (Backcountry navigation in the San Rafael Swell, Canyoneering in Arches NP, Backcountry Skiing in the Wasatch, and Backpacking in Escalante). We've worked with various organizations in the community such as Save our Canyons, Utah Avalanche Center, and Survival Medicine University; also collaborating with other groups on campus to grow the outdoor stoke. We got to hold a table at Day on the hill, a day with outdoor companies and groups at the Capital building and have been featured in multiple different news articles. It's been an amazing first year as a student org and we can't wait for more!"

University Chess Club:

"We took first place at the Intermountain Collegiate Tournament this spring!! Also, we sent 2 teams to the Pan American Intercollegiate Championship in Washington DC this winter break (2022), and Dhruvan Gopinath won a best upset award!"



2022 IIC Championship

The Intermountain Intercollegiate Chess Championship 2022 tournament that was held on February 19th on the Southern Utah University campus in Cedar City, Utah. The Club's team won each match including winning a match vs. BYU. All individual games in the team matches were either won or drawn by the Club's students.

A Club student won the Individual/Reserve section at the Intermountain Intercollegiate winning 4 of 5 games and drawing a higher rated player from Salt Lake Community College.

Photographer © Josh Olszewski



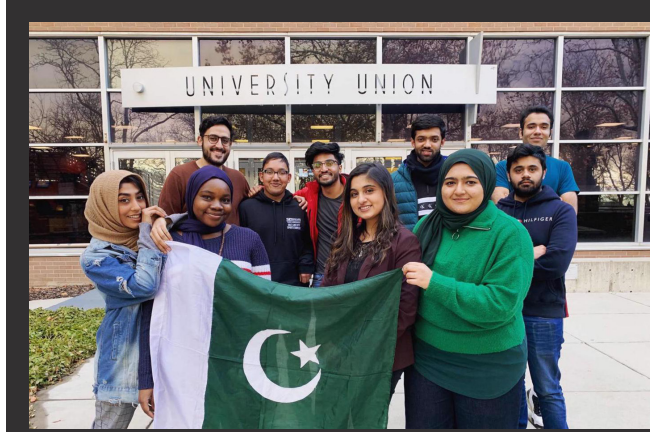
III. PROGRAMS, SERVICES, & RESOURCES

Recognized Student Organization Admin Training Continued

Student Organization Testimonials

Pakistani Student Association:

“Our organization held its first large event called Basant, a kite festival to celebrate the beginning of spring. It was held in Sugarhouse Park, and we had over 400 attendees who ate some Pakistani food, flew some kites, and got henna done. The event brought together much of the Pakistani community on campus and across the valley, along with bringing together other University of Utah students. We have also confirmed a notable Pakistani singer to perform a concert event with PSA in the fall.”



Black and Art Dental Student Association:

“BDSA was able to successfully host 3 art gallery exhibitions at the School of Dentistry. BDSA won the 1st place for Homecoming Spirit Art Competition in October 2021. BDSA volunteered at the Utah Food Bank in August 2021. BDSA Art gallery exhibition was featured in 4 articles published on the University of Utah website and the 3rd Art gallery exhibition will featured in UEN TV during their one of the Art shows in May 2022. The Founder and President “Janice Darko”, received the Minijean Brown award during the Black and Faculty awards in February 2022.”



Mine Rescue Team at the University of Utah:

“We defended our 1st place title at the Annual Mine Rescue Competition at the 2022 SME Conference. We won it our first year in 2019-2020. There was no conference in 2021 due to Covid. Therefore, we have won 1st place overall two years in a row!”



III. PROGRAMS, SERVICES, & RESOURCES

Women's Leadership Summit

Supports the following Departmental Outcomes:

- Student Leadership & Development
- Campus Engagement

Meeting outcomes, contributing factors to success, identifying and addressing obstacles:

The Women's Leadership Summit was held on Thursday, March 24th, 2022 from 12:30pm – 7:00pm. The theme for this year's summit was "Sharing Stories, Strengthening Leadership".

Student Leadership & Involvement selected leadership models and theories to increase the intentionality of the program. These leadership models were then used to create learning outcomes for participants and helped to inform the content of the program and speakers invited to participate. An educational priority was also developed and utilized.

The educational priority of the Women's Leadership Summit reads: Students, staff, faculty, and friends of the University community engage in learning and empowerment through intentional conversations to inspire an equitable present and future for all gender identities.



Leadership Models: Authentic Leadership Theory and Narrative Theory

Learning Outcomes:

- Participants can identify ways in which narratives work as strategies for navigating experience
- Participants will be able to identify at least one characteristic of authentic leadership
- Participants will be able to identify a personal experience that, through narrative, demonstrates their own authentic leadership

Impact data: Please refer to section 4

III. PROGRAMS, SERVICES, & RESOURCES

Women's Leadership Summit Continued

Program Specifics:

The program was free for and open to University of Utah students and was held in-person at the Utah Museum of Fine Arts. Activities included four in-person opportunities to engage:

12:30 – 1:30pm:

Keynote Address, Vanessa L. Bryant (Author, Speaker, Self-Love Advocate, and University of Utah Alumna).

2:00- 2:40pm:

Women's Leadership Summit Panel - The Value of Mentoring (Hosted by the Office of Alumni Relations). Moderator: Kris Bosman BS'99, Chief Alumni Relations Officer

Panelists:

- Denee Hayes BMG'02
- Breanne Miller BS'07 MPA'10 JD'10
- Angie Matinkhah MA'87

3:00- 3:40pm:

Body Respect: Using Self-Compassion & Mindful Movement to Build Body Acceptance. (In collaboration with the Resiliency Center). Nikole Squires, LAT, ATC, CIEC is a second-year graduate student at the University of Utah studying Health Education Specialization & Wellness Coaching, and facilitated this session.

5:30pm:

"This Changes Everything," Movie Screening. This 2018 documentary is "an examination of sexism in the Hollywood film industry, the film interviews a variety of actresses and women filmmakers on their experiences in the industry".



2022 WOMEN'S
LEADERSHIP
..... SUMMIT

Sharing Stories, Strengthening Leadership
THURSDAY, MARCH 24
UTAH MUSEUM OF FINE ARTS

All of the following events will be held in person. Stop by one event or participate in them all!

12:30 pm - 1:30 pm: KEYNOTE ADDRESS, VANESSA L BRYANT

Join self-empowerment advocate, encourager of transformative conversation, builder of community, author, and U of U alumna Vanessa L. Bryant for this year's WLS keynote on the six key factors in carving your space, owning your purpose and knowing your worth.



2:00 pm - 2:40 pm: ALUMNI MENTORSHIP PANEL
In collaboration with the Office for Alumni Relations

3:00 pm - 3:40 pm: BODY RESPECT: USING SELF-COMPASSION & MINDFUL MOVEMENT TO BUILD BODY ACCEPTANCE

5:30 pm: MOVIE SCREENING: "THIS CHANGES EVERYTHING"

DON'T WAIT, SIGN UP NOW! <https://bit.ly/WLS22>

THE FIRST 75 STUDENTS WHO SIGN UP WILL RECEIVE AN ENGAGEMENT KIT, INCLUDING:

- U OF U TOTE
- ONE OF VANESSA L. BRYANT'S BOOKS
- TREATS AND SNACKS TO ENJOY



STUDENT LEADERSHIP & INVOLVEMENT
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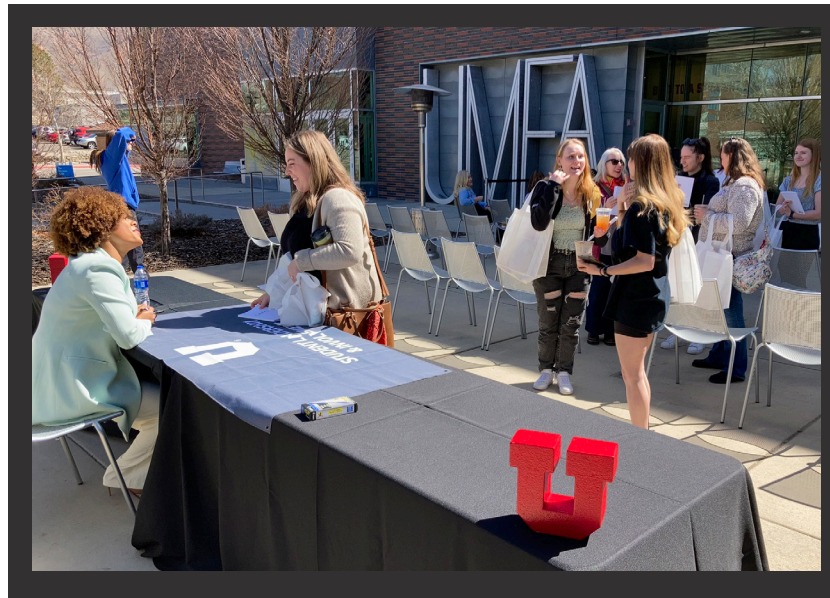
THIS YEAR'S SUMMIT WILL BE HELD IN PERSON AT THE UMFA WITH INDOOR AND OUTDOOR SESSIONS, DISTANCED AND LIMITED CAPACITY WORKSHOPS, AND REMOTE OPTIONS MADE AVAILABLE WHERE POSSIBLE.

III. PROGRAMS, SERVICES, & RESOURCES

Women's Leadership Summit Continued

To try and encourage student engagement, SLI marketed that the first 75 students to sign up would receive a kit with one of the Keynote speaker's books, self-care items, and a custom university throwback reusable tote.

Over the past few years, a large portion of program attendees have been staff/faculty or community members, with the number of student attendees decreasing. For the 2022 program, it was determined to focus the program on students only to better work towards the identified program outcomes. It seemed that this change drastically impacted program engagement, as the number of registered attendees drastically decreased. Additionally, only a small portion of those who registered, attended on the day of the program.



Meeting outcomes, contributing factors to success, identifying and addressing obstacles:

As indicated by the data (section 4), this program impacted only a small number of students this year. Program planning for the WLS has included committee work (bringing in campus partners from across campus) and has also occurred internal to the department. Through both planning formats, student engagement has struggled with this program and seem to be more popular with staff/faculty, and community members. While this is a worthy cause, this program has struggled to provide sufficient data to support the student learning objectives identified.

III. PROGRAMS, SERVICES, & RESOURCES

Women's Leadership Summit Continued

Looking forward the WLS is being considered for reimagining given low student engagement despite attempts to innovate and align the program with student needs over the past three years. SLI will utilize the critical path items as outlined in the Balanced Scorecard Process to best evaluate the future of this program, or an alternative way of achieving these learning outcomes.

ASUU Advisement and Oversight

Supports the following Departmental Outcomes:

- Student Leadership & Development
- Campus Engagement

Meeting outcomes, contributing factors to success, identifying and addressing obstacles:

Student Leadership and Development:

The staff within ASUU provided advisement for over 150 student leaders involved in the student government, and also supported and provided resources to the 500+ recognized student organizations on campus. SLI staff support ASUU in developing student-led programs, many of which are educational in nature. SLI staff strive to develop student leaders personally and interpersonally. While staff advisement is not academic in nature, it often serves as a relevant connection to campus resources and support systems for these students. In turn, students are able to expose their friends and peers to those connections. These types of relationships grow over time and become mentoring relationships not only staff-to-student, but also student-to-student.



III. PROGRAMS, SERVICES, & RESOURCES

ASUU Advisement and Oversight Continued

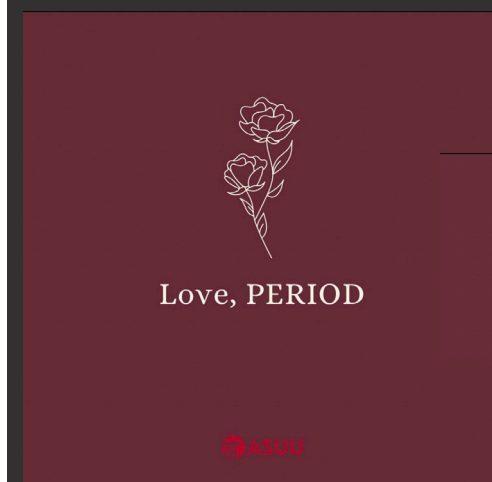
Campus Engagement:

ASUU engaged campus in a variety of ways this past year. Though planning events, providing resources to students, creating effective change on campus and providing meaningful and transparent support for the student body, our students really made in impact. Here are just a few of the events/initiatives that contributed to their success.



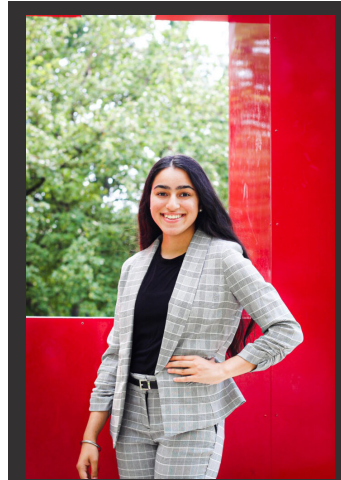
Love Period

“Love, PERIOD” was a two-part initiative by the ASUU Student Resources Board to promote period equity on campus. SRB provided period kits with educational materials and different reusable period products, which included menstrual cups, reusable pads, reusable heat packs, biodegradable pads, biodegradable tampons, and chocolate. The Student Resources Board distributed 300 Love PERIOD kits to students.



Menstrual Project (Senate)

In May 2021, Senator Muskan Walia connected with John Close from the Inclusive Restroom Committee and Facilities to renew efforts to place menstrual products in all bathrooms on the University of Utah campus. Through collaboration with ASUU, Inclusive Restroom Committee, Facilities, and other campus entities and departments, this project will be fully operational starting before or on July 1, 2022. The University of Utah will be the first public university in the state of Utah to have access to free menstrual products in all bathrooms for students, staff and faculty, demonstrating the university's leadership in the state.



III. PROGRAMS, SERVICES, & RESOURCES

ASUU Advisement and Oversight Continued

ASUU Homecoming Dance

The ASUU Homecoming Dance is a University of Utah tradition that we were excited to bring back this year for all U of U students! The Homecoming Dance was hosted at the Utah State Capitol East Plaza on Friday, September 24, from 8-11pm featuring the amazing DJ Argus (who is also a University of Utah student entrepreneur, who has launched his business at the Lassonde Entrepreneur Institute). We had 737 students attend the night. Here are some comments from student attendees:



"I loved having the event outside since there was so much more space to move around in and I felt safe from COVID-19 while masking. It's probably the most comfortable I've ever felt at a dance since it didn't feel overwhelmingly crowded and like I was constantly breathing in everyone else's air. I had a great night!"



"Very organized and fun event! I loved that it was outside, so we could reduce the transmission of covid. Also, the DJ was amazing. Thanks a lot for the great night!"



III. PROGRAMS, SERVICES, & RESOURCES

ASUU Advisement and Oversight Continued

Bill Nye

"It's not magic, it is science" ASUU Speakers brought Bill Nye the Science Guy on Tuesday, February 15th via YouTube for the University of Utah community to enjoy and engage with campus events. We had 371 views on YouTube and 31 total chat messages.



C.O.D.E.

The Conference on Diverse Excellence (C.O.D.E.) is an educational conference hosted by the Associated Students of the University of Utah (ASUU). This conference was hosted on Friday, March 4th at the University Alumni House with a Keynote Address by Demetrius Harmon, workshops on social justice and diversity, food, and more.



Career Fest Concert

In a collaboration with the Union and Career and Professional Development Center, ASUU hosted a concert to promote career exploration and engage the university community in career development. This event included live music featuring Spirit Machines and Foreign Figures, a drag show, and food trucks.



III. PROGRAMS, SERVICES, & RESOURCES

ASUU Advisement and Oversight Continued

Stuff-A-Plush

Reaching 2,083 students throughout the 2021-2022 academic year Stuff a Plush was an event loved by many students at large. Students got the opportunity to build their own “stuffed plush” (stuffing their own soft toy animal over conversation, food, and music).



Women’s History Month Event

In a collaboration with our student government leaders, the goal of this event was to empower, celebrate, and connect our community. This event included a market where artists and small business owners who identify as women or non-binary showcased their work and students enjoyed live music and painting activities.



Redfest Concert

ASUU’s annual Redfest event is for all students and the University Community. This year the event was held Thursday, April 21 on the Union lawn. Highlights of the event include musicians featuring Olivia Knox, Dylan Chambers, and David J. There were also activities for all including face painting, photobooth, caricature artists, food trucks and a rock-climbing wall!



III. PROGRAMS, SERVICES, & RESOURCES

ASUU Advisement and Oversight Continued

ASUU Legislative Branch

Assembly

The Assembly approved 200 funding bills to support Recognized Student Organizations (RSO's) with a net allocation of \$196,000.00. A net of \$113,000.00 was paid in reimbursements consisting of 190 SLI Advisor facilitated reimbursement payments. There were 113 RSO's approved to receive Assembly funding.

Senate

The Senate approved 11 College Student Councils (CSC's) for Senate funding. The Senate approved 20 CSC funding bills with a net allocation of \$40,000.00. A net of \$14,000.00 was paid in reimbursements consisting of 19 SLI Advisor facilitated reimbursements.



Incoming student leaders will work with staff advisors to identify ways to close the gap between allocated and actual reimbursed amounts.

Senate and Assembly collaborative passed the University Gift Legislation, which allocated \$15,000 to the Black Cultural Center to support the expansion of Operation S.U.C.C.E.S.S., as well as \$30,000 to the American Indian Resource Center to support the production and installation of Land Acknowledgement Plaques around campus.



III. PROGRAMS, SERVICES, & RESOURCES

ASUU Advisement and Oversight Continued

ASUU Travel Committee

The Travel Committee approved 205 Travel Budget Requests with a net allocation of \$189,000.00. A total of 564 students received a travel allocation (as part of a group or individually) to support travel to academic conferences, professional non-NCAA Sport Club travel, and RSO travel. A net of \$131,000.00 was paid in SLI Advisor facilitated reimbursements consisting of 189 payments.



Incoming student leaders will work with staff advisors to identify ways to close the gap between allocated and actual reimbursed amounts.

First Year Council

As a cohort comprised of 30 new students on campus, First Year Council (FYC) is designed to help first-year students have a successful and impactful first year at the University of Utah. FYC is dedicated to informing first year students about the resources available to them on campus in an effort to integrate them into the campus community.



These events contribute to the goals and the successes of our department by creating safe and inclusive spaces for students and our university community to gather. These spaces help cultivate a sense of belonging on our university campus. Students who connect with our office are able to gain leadership knowledge and skills from workshops, conferences and involvement.

III. PROGRAMS, SERVICES, & RESOURCES

ASUU Advisement and Oversight Continued

The biggest challenge that was faced during this past year was navigating the COVID-19 pandemic while transitioning back to in-person engagement. With multiple new variants and frequent case surges, student apprehension about gathering in person, and public health recommendations for in-person gatherings, ASUU was able to maintain flexibility this year and adjust when needed to hybrid events (in person and online), remote engagement kits, and also offer in person events when it was safe to do so. The goal was always to meet students where they were at while considering accessibility, and taking appropriate public health precautions during rates of high transmission to keep student safety at the forefront.

To persist through these challenges, ASUU leaders proposed a way to aid the COVID-19 response on campus during the Omicron surge. These students allocated \$50,000 dollars from the ASUU Presidential Operating Budget for purchasing PPE for students on campus (prioritizing KN95 masks). Distribution locations included: Student Union Building, Student Life Center, Law School, Medical School, University Student Apartments, and Housing & Residential Education.



Staff Development

Supports the following Departmental Outcomes:
- Professional Development of Staff

Meeting outcomes, contributing factors to success, identifying and addressing obstacles:

1. The SLI Team (staff) had many opportunities this past year to grow in the area of professional development. This included participating in themed team huddles around topics such as social justice and inclusion, wellness, strengths, budget, and student development. Staff also had the opportunity to lead team huddles and work on facilitation skills. Included in the format for team huddles is a calendar of cultural and religious dates for staff to be aware of, and educate ourselves on how our students might be impacted (as we work towards enhanced inclusivity).

III. PROGRAMS, SERVICES, & RESOURCES

Staff Development Continued

2. This year staff had the opportunity to reimagine the department's strategic plan to align with the vision and mission of Student Affairs. In Fall 2021, the SLI Director and Associate Directors participated in Balance Scorecard Workshops with the entire Division of Student Affairs. In January 2022, SLI staff worked through the cascading efforts to create a strategic plan for the department using the Balance Scorecard method. SLI utilized this opportunity as professional development for staff, encouraging team members to sign up to facilitating a two-hour cascading session.

Phase 1 - Explore SLI Mission Statement, align with SA Mission Statement (facilitated by Erica Andersen)

Phase 2 - Create SLI Initiatives from Each Objective (Facilitated by Marissa Questereit)

Phase 3 - Metrics for Meeting Initiatives and Overall Objectives (facilitated by Josh Olszewski)



3. All staff in the department participated in the University Day of Collective Action, and took time to process and reflect on the day afterwards. This includes brainstorming ways to increase student engagement at future Days of Collective Action.

4. Staff participated in a one-hour wellness workshop in March 2022 centered around boundaries. This workshop was facilitated by Trinh Mai, Director of Mindfulness Programming with the Resiliency Center.

5. SLI Staff participated in a 90-minute Microaggression Training in October 2021, facilitated by Sheila Sconiers from the Office of Equal Opportunity (OEO). This training centered around important topics such as inclusion, equity, allyship, OEO policies and reporting procedures, microaggressions, and more.

6. Staff continue to maintain professional development plans through the departmental protocol, which uses the ACPA and NASPA Competencies, as well as the Lominger Competency system for evaluations. Once completing the personal professional development staff write a one-page summary as to how that professional development supports our goal of student success.

III. PROGRAMS, SERVICES, & RESOURCES

Staff Development Continued

7. Staff read and discussed the following articles

“Psychological Safety for Teams,”
(O’Donohoe & Kleinschmit, 2021)

“Campus Life Gen Z”
(Seemiller & Roy, 2021)

“The Future of Gen Z,”
(Selingo, 2021)

“Beyond Coming Out: New Insights about GLBQ College
Students of Color,”
(CHEE National Report Series, October 2015)

“Break the Bias: What to know about International Women’s
Day and the theme for 2022,” (Mayorquin, 2022, USA Today)

8. SLI hosted a few different retreats and wellness challenges this year, which included:

August 10th, 2021:

Reflecting on the previous year, goal setting and transitioning back to in-person, lunch and the iconic Alpine Slide in Park City.

October 20th, 2021:

Clifton Strengths Assessment and workshop in partnership with the Career and Professional Development Center, held at the Thomas Monson House.

A walking challenge and a hydration challenge.



III. PROGRAMS, SERVICES, & RESOURCES

Staff Development Continued

Achieving Outcomes:

This year brought some transitions for the SLI professional staff team.



In October 2021, SLI welcomed a new Program Coordinator to the team. Katie Howell joined the team and has made great strides in making things happen for students and staff alike.

In October 2021, the SLI Associate Director moved to the Midwest. This person was able to work remotely in their role until the end of the calendar year, while a search for their replacement began. Departmental leadership retitled the role of “Associate Director” to “Associate Director for Student Engagement”, and SLI welcomed Amber Gordon to the team in this capacity.

IV. IMPACT DATA

Assessment and Evaluation

Steps and Methods Student Leadership & Involvement is taking to assess, measure and/or evaluate programs, services, and resources.

This year departmental leadership collaborated with the Assessment and Records Manager in the Office of the Dean of Students (Richelle Warr), to receive monthly data from the Student Engagement Report in Everfi. This data was shared with SLI Staff and ASUU student leaders to help inform ideas for programming (to better align with what student needs). Students were also contacted about these opportunities once they were planned with an invitation to attend. This included working through data sets with up to 1,000 students across 27 different expressed activity types (through which they wish to engage).

IV. IMPACT DATA

Assessment and Evaluation Continued

Every three to five years, ASUU (with SLI staff support) facilitates a large survey to a sample of students on campus to learn more about how the students interact with ASUU, learn about advocacy needs, event preferences, voting and elections preferences, and more. The last survey was facilitated in 2015, so this survey is scheduled to occur again in Fall 2022.

Utilization Data:

Departmental Outcomes	Programs, Services, and/or Resources	Evidence of Outcome Achieved/Relevant Data	Utilization Summary
Student Leadership & Development, Campus Engagement	Women's Leadership Summit	98 pre-registered (46 students, 16 staff/faculty, 9 alumni/other, 27 unknown). 23 Attendees checked-in day of (actual participation varied by session).	This information was gathered through Qualtrics, and through event check-in materials.
Campus Engagement, Recognized Student Organization Engagement and Expansion	Fall Get Involved Fair	127 RSOs participated across all three days.	This information was gathered through a Campus Connect sign up form and event check-in materials.
Campus Engagement, Recognized Student Organization Engagement and Expansion	Spring Get Involved Fair	61 RSOs participated ("tabled") and 145 students at large attended the event.	This information was gathered through a Campus Connect sign up form and event check-in materials.
Recognized Student Organization Engagement and Expansion, Student Leadership & Development	Recognized Student Organization Administrative Trainings	Hosted 35 trainings throughout the year. Total of 462 students in attendance.	This information was gathered through a Campus Connect sign up form and event check-in materials.

IV. IMPACT DATA

Assessment and Evaluation Continued

Utilization Data:

Departmental Outcomes	Programs, Services, and/or Resources	Evidence of Outcome Achieved/Relevant Data	Utilization Summary
Recognized Student Organization Engagement and Expansion, Student Leadership & Development	New Recognized Student Organization Information Sessions	Hosted 17 sessions throughout the year. Total of 143 students in attendance.	This information was gathered through Qualtrics, and through event check-in materials.
Recognized Student Organization Engagement and Expansion, Student Leadership & Development	Recognized Student Organizations (RSOs)	SLI recognized 108 new RSOs with the total number of active RSOs reaching 520 this academic year.	This information was gathered through the Campus Connect registration process.

Each year, Departmental Leadership requests a demographic report for paid ASUU student leaders. This is then compared to the university's common data set to evaluate gaps or progress in the areas of equity and inclusion, outreach, and impact across campus. Going forward, this will be housed in Tableau (and facilitated by sending a list of I-9'd students to Assessment & Analytics).

Student Leadership & Involvement is in collaborative discussions with Assessment & Analytics regarding the use of the "Events Pass" in Campus Connect (an Anthology product known as "Engage"). SLI will explore use of this feature to collect more detailed information about students served in our own programs (ASUU, RSO's, Leadership Development, and involvement opportunities). The long-term goal is to consider use of this feature more widely in Student Affairs.

V. MAJOR ACCOMPLISHMENTS

1. RSO's

During the 2021-2022 academic year, Student Leadership & Involvement Recognized 108 new Recognized Student Organizations (RSOs).

This accomplishment supports departmental outcomes by expanding the number of active student organizations on campus and further growing and diversifying leadership and involvement opportunities on campus. Many students cited the COVID-19 pandemic and attending school primarily online since spring of 2019 as challenges to getting involved on campus. Despite these challenges, our department was able to develop a process that was effective and accessible for students who were looking to create new involvement opportunities on campus.

We consider this a major accomplishment because 108 is the highest number of new RSOs our department has recognized in one academic year since the 2017 – 2018 academic year.

2. Events and Programming

ASUU provided numerous events and activities for students to engage in. SLI Advisors facilitated a total of 25 contracts this year (in collaboration with the Office of General Counsel and Risk Management) in various amounts ranging from \$200.00-\$55,000.00 each. Contracted work for the 2021-2022 fiscal year totaled \$179,201.15 and supported visiting performers, speakers, and artists to providing entertainment to students.



V. MAJOR ACCOMPLISHMENTS

3. Management and Growth of Campus Connect

SLI Staff continue to manage the Campus Connect platform (or getinvolved.utah.edu). This software is an Anthology product called “Engage” and supports the growth and vibrancy of our Recognized Student Organization community. SLI manages the Campus Connect Fee, \$0.75 or 0.1% of Total Fees, allowing students to access Campus Connect to find campus events, involvement opportunities, leadership development opportunities, and if they are part of a Recognized Student Organization Campus Connect is a space for them to grow and promote their organization as an involvement opportunity. There are currently 550 Active Organizations (including RSO’s and campus programs) and 28,609 involved users.

4. Balanced Scorecard Cascading; New Departmental Mission Statement

In addition to developing a variety of strategic initiatives and metrics, Student Leadership & Involvement created a new mission statement for the department that more closely aligns with the vision and strategic priorities of Student Affairs. This new mission statement reads:

“We (Student Leadership & Involvement) support student well-being and success by providing inclusive and equitable spaces for student advocacy and engagement. We strive to help students become the core of their learning experiences through co-created leadership and involvement opportunities that cultivate a sense of belonging and empower personal growth and development”.



VI. MAJOR CHALLENGES

1. Staffing

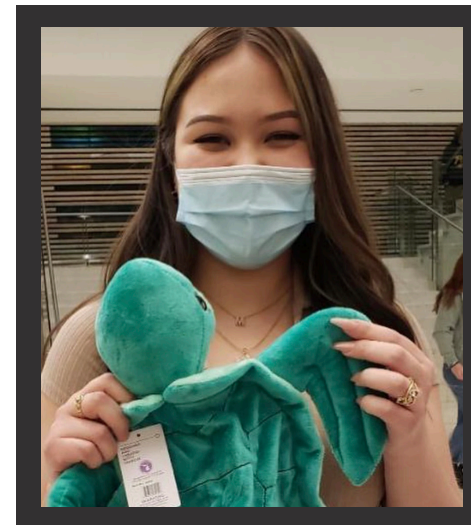
Like many other areas of campus and within the field of Higher Education in general, Student Leadership & Involvement felt the impacts of “The Great Resignation”. The department said goodbye to three full time staff members this Fiscal Year. A total of 12 combined years of service to the university from the SLI Associate Director, SLI Legislative Advisor, and the SLI Associate Director for Budget & Finance was acknowledged as SLI said farewell to these employees. Given the unique structure of these roles, and due to complexities within the labor market, the search for replacements for both the Legislative Advisor and the Associate Director for Budget & Finance were challenging. Departmental leadership worked closely with Human Resources Recruiting, and after benchmarking within the PAC-12, the role of “Legislative Advisor” was retitled to “Student Governance Advisor”.

Despite recruiting and networking efforts, multiple failed searches, the Student Governance Advisor role was vacant for five months, and the SLI Associate Director for Budget & Finance role was vacant for six months. These vacancies impacted the workload of others in the department, limited free time to advance initiatives and strategic priorities, and impacted our service to students.

The SLI staff demonstrated a great amount of resilience, positivity, and staying true to their “why” by showing up fully each day to work towards “student well-being and success”. The team was able to navigate through these complex times with creativity and utilized the opportunity to learn new skills along the way. Come Fall of 2022, the team is eager and excited to welcome two new staff members!

2. COVID-19

The COVID-19 Pandemic posed some major challenges for the department this year. Navigating multiple “surges” during the year upon the onset of new variants, it has always been a priority in the department to prioritize student safety and well-being. When in-person events did take place, the “new normal” does require an extra level of planning and attention to detail in navigating impacts to public health, ability to staff an event if someone becomes ill, and student comfortability engaging during these times. In addition, the SLI Team found that in general, students are learning about campus traditions for the first time, and in many cases we are working hard to recreate those traditions.



VII. GOALS (STRATEGIC INITIATIVES)

Initiative 1

Improve student usage, understanding, and needs of existing and future spaces and resources.

Perspective: Organizational Capacity; Improve Infrastructure

Purpose: To better serve students with the resources we have and to grow those resources in the future (physical items to rent for free, space, technology: examples include; ASUU space access for general student body, Campus Connect, ASUU Basement, RSO space).

Timeline: Ongoing (Every August prior to the start of the academic year)

Metrics:

1. Evaluate space(s) and resource(s) used and by whom through an annual needs assessment/survey.
2. Annual marketing campaign in place to inform students of available resources.
3. Organize physical space(s) – ASUU Basement, storage closets, etc.
4. Create shared check in and check out of shared items/spaces (improvement of inventory systems)
5. Training for students of how to use resources (How to use check/in-out forms; ongoing training for staff in equipment).
6. Include space and resource usage as part of onboarding for students and staff.
7. Marketing to students: free meeting space to use for general student body, hours of operation, etc.
8. Development of a list of resources that our office provides for students to utilize (sound systems, programming/activities supplies, T-shirt press, podcast equipment, etc.).



VII. GOALS (STRATEGIC INITIATIVES)

Initiative 1 Continued

Updates and Description

Progress has already been made on this effort as many resources for students have been purchased with the SLI Budget. These items include:

- Giant Jenga (2)
- Giant Connect Four (2)
- Cornhole (2)
- Mario Kart 8 (3)
- Nintendo Switch Sports (3)
- Monster Rocket Bluetooth Speaker (2)
- Pack of four tent weights (4)
- Card Swipers (4) to Support utilization data efforts
- Posters (4)
- Push Cart (2)
- Blue Snowball USB Microphone

Initiative 2

Expansion and improvement of current departmental podcast series which highlights Leadership development, ASUU student-led initiatives, and RSO opportunities (“Let’s Talk about Leadership”).

Perspective: Internal Processes; Improving Strategic Communication

Purpose: Increase innovative communication and leadership development opportunities to meet students where they are at, and how they take in information.

Timeline: Goals developed for 1 year (below) - by March 2023

Metrics: Set goals for number of podcasts developed per month/ semester, diversifying content on podcast, set a target for number of students engaging/listening to podcast

- 1 podcast episode per month
- 15 podcast episodes per year
- Potentially using summer to do more each month
- Increase audience by 5% each month for year 1
- End of year 1 - Reassess and develop new goals
- Use web analytics from UMC to see monthly traffic
- Reassess annually for progress/growth/ new goal development
- Grow into sustainable practice over 5 years



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