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Journey to Success: A co-curricular pathway aimed toward the development of the whole person for emerging leaders in the Franciscan tradition (Mission Award Winner)

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11th Annual ASACCU Best Practices Awards



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 - Beth DeAngelis, Director of the Sr. Thea Bowman Center for Women
 - Adam Casler, Director of Community Living
 - Christa Grant, Director of Damietta Cross Cultural Center
 - Kate Kaufman Burns, Director of Health Promotion
 - Nicholas Ascoti, Assistant Campus Minister
 - John Felio, Associate Vice President of Student Life
 - Michael Papadopoulos, Assistant Vice President of Student Life and Director of Public Safety

Program Title: Journey to Success – A co-curricular pathway aimed toward the development of the *whole person* for emerging leaders in the Franciscan tradition.

Executive Summary:

Siena College recently embarked on a new strategic plan: Tradition. Transformed. 2017 - 2022. One of the 5 overarching goals is Distinctive Value; *Enhance our value and brand and broadcast to all stakeholders while maximizing our Franciscan, liberal arts advantage.* During this time the college also developed 5 core values. One of these values is compassionate leadership; *we lead by putting others first, through our commitment to social justice, service with others, and concern for the poor and vulnerable.* A college wide tactic under Distinctive Value is *to implement a delivery of programs through student activities that advances the development of the whole person.* Our division enthusiastically responded with the following key action: *Create an integrated programming model for the development of the whole person based upon six pillars.* Throughout the 2015 - 2017 planning process, Student Life staff incorporated the following into the development of the pillars and aligning learning objectives.

Strategic Plan: Tradition Transformed



College Goal: Distinctive Value



College Tactic: Development of the Whole Person



CAS Standards



Student Life
DORS Values



College Value:



Compassionate Leadership



Habits of a Franciscan Community



Principles of Good Practice

Program Description:

The initiative began 3 years ago in response to a divisional call for innovative learning, collaboration, and leadership for the common good. A team of Student Life Directors were challenged to develop an integrated programming model for the development of the whole person to align directly with the College's strategic plan. The discussions began in April 2017 and a 5-year plan was created: [Journey to Success 5 year plan](#). The plan includes a summary of the steps taken during the preparation process and advances to our goals for the following years.

Journey to Success (JTS) is a 2 year programming initiative for first year students that continues through their sophomore year. The program's objective is to develop emerging leaders holistically in the Franciscan & Catholic tradition. This co-curricular programming model focuses upon six pillars: Faith, Values and Ethics, Social Responsibility, Diversity and Inclusion, Community, Health and Wellness, and Professional Development. Each of these pillars includes *core learning competencies* that ensure students learn key skills and reinforce their values. The Journey to Success development team is comprised of six Student Life administrators, each with an expertise in one of the pillars to which they act as "pillar captain." The selection and development of co-curricular programs are created by each of the pillar captains, Student Life Directors, who work closely to leverage collaboration and innovation. Each year, a new cohort of students is enrolled in the Journey to Success program and are tracked by way of the computer software (Campus Labs/Engage), [SAINTS Connect](#), a system whereby students log-on to see program offerings and track their progress. Students are encouraged, but not required, to attend six programs per year (one in each pillar area). Students' progress is tracked using SAINTS Connect and incentives are offered at key intervals.

We will provide the program description in three stages: *development, implementation, and future steps*.

- **Development:** The Directors of Student Life, began by reviewing all of the co-curricular programs that Student Life departments offered. After a review of nearly 400 programs, we noticed an imbalance in our offerings. Committed to the development of the whole person in the Franciscan tradition, our team devised 6 pillars (categories) that accurately reflect the subject areas we would focus upon. We developed core competencies in each pillar, careful to consider the learning outcomes that would best develop our emerging leaders. Our goal has become quality over quantity of programming. This framework has launched us into 2 years of implementation - the first year, 2017-2018, acted as a pilot year, and the full launch began during 2018-2019.
- **Implementation:** During the 2017-2018 academic year, the Directors of Student Life hand-selected a pilot group of student leaders to trial the Journey to Success programming initiative. Using our club management and event tracking platform entitled "SAINTS Connect," the Student Life team developed a "path" for students to better track completion of the initiative's requirements. By way of the path, students are able to log into their account, view their individualized progress in each of the six pillars, and view upcoming events that they can attend which would fulfill each pillar requirement. Event hosts can swipe student ID cards at the entrance to each event to automatically track student attendance through SAINTS Connect. During Orientation 2018, the new incoming first-year and transfer students attended a session presenting them with the framework of Journey to Success, a tutorial on how to track their progress in the path by swiping in at events using SAINTS Connect, and an introduction to the various incentives they will be offered at key intervals throughout the program. Students were also given a Welcome gift (a sustainable hot/cold mug) with inserted printed information on Journey to Success and a link to the website for more detailed information. Concurrently, administrators in the Division of Student Life educated the parents of these students at a separate informational session on the implementation of Journey to Success and provided them an introduction to the program via the [Siena College web page dedicated to Journey to Success](#). Each month since this initial launch, students have received a monthly email update from the Office of Student Activities & Leadership Development outlining programs and events occurring on campus that will fulfill each of the Journey to Success pillars in the upcoming month, with direct links to more detailed event information housed on SAINTS Connect. This email also includes a reminder for students on how to participate in the program and track their progress as they swipe in at events, since students can opt-in to

Journey to Success at any time. At the beginning of each new semester, a master calendar entitled “Develop Your *Whole Self*” is also released to students via email, in the form of posted flyers in campus buildings and residence halls, and on scrolling digital campus displays to inform students about upcoming key events throughout the semester that will apply to fulfillment of each pillar area. Additionally, the logo for the associated pillar is affixed to the bottom right-hand corner of advertisements for the individual events as a visual indicator to students of the program’s affiliation with Journey to Success.

- **Next Steps:** The future development of the program is to seek additional opportunities for enhanced programming in Faith, Value and Ethics and Social Responsibility categories/pillars. Following an extensive one year evaluation of our Student Life programs, we determined it was an area we were deficient in and will focus on over the upcoming year. We will also consistently look to develop quality programs and focus less on the quantity of programs. Additionally, we will begin our broader conversation on including our internal campus community (School of Science, School of Business, School of Liberal Arts, Franciscan Center for Service and Advocacy and many others) to include their programs/series into the Journey to Success program.

Assessment Data: The development of Journey to Success shifted the way our division approached assessment. We moved from a model in which individual departments developed specific learning outcomes and reports to an overarching divisional model (see attached 2017 – 2018 annual report). Student Life Directors’ programs and services are now based on the 6 pillars and accompanying learning objectives. Some of the benefits of the shift have been: efficiencies in programming resources, a balance of program offerings, the development of a collaborative programming calendar at the beginning of the semester, and an assurance the programs offered speak to the desired competencies. The attached annual report details program offerings, and quantitative and qualitative analysis for the pillar competencies. In addition, we have developed a rubric, see supporting document below, to measure what specific students will learn from their participation. We hope to apply this rubric to a sample of students beginning in Fall, 2019. Some early challenges with implementing the rubric as a measure include identifying demonstrating behaviors for students and an appropriate model (survey, focus groups etc.) for deployment. We also report participation statistics regularly (latest below):

November 18 Assessment Data:

920 students were enrolled in Journey to Success

- 466 students have attended at least 1 program
- 160 students have achieved 17% completion
- 91 students have achieved 25% completion
- 1 student has achieved 50% completion

February 19 Assessment Data:

960 students are enrolled in Journey to Success

- 669 students have attended at least 1 program
- 179 students have achieved 17% completion
- 155 students have achieved 25% completion
- 8 students have achieved 50% completion

Supporting Documents:

[Annual Student Life Divisional Report](#)

JOURNEY TO SUCCESS

DEVELOP YOUR **WHOLE** SELF



PROGRAM CALENDAR SPRING 2019



FAITH, VALUES, ETHICS

Breaking Bread – Interfaith Dialogue Series
January 29, March 4, April 1 at 12:30 PM
in SSU 241

**Caring for God's Creation presentation
with Dr. Gerry Gacloch**
March 7 at 6:30 PM in Boland Room

**Islam Awareness Week Play- No Place
Called Home by Kim Schultz**
March 11 at 6:00 PM in SSU 240

Spring Chaplain's Office Retreat
March 23 at 8 AM Departure

**Ethical Leadership 101
with Dr. Nora Boyd**
March 25 at 6:30 PM in SSU 239 Molinari
Room

For more information on these events and others
contact: Adam Casler, acasler@siena.edu



SOCIAL RESPONSIBILITY

Tim Wise - Keynote Speaker
MLK Jr. & Coretta Scott King Lecture Series
January 30 at 7:00 PM in MAC

**Ours To Do Lecture: Women Leading the
Way Lecture: Embodying Change During the
#MeToo Era**
February 6 at 6:00 PM in SSU 241

We the Change: Women Together
February 11 and March 11 at 12:30-1:30 PM
in SSU 241

One Billion Rising
February 13 at 12:30-1:30 PM in SSU 240

International Women's Day
March 7 at 9:00 PM in RB 202

For more information on these events and others
contact: Beth DeAngelis, bdeangelis@siena.edu



COMMUNITY

Club Fair
January 18 at 3-5:30 PM in MAC

**Gospel Concert - "Solidarity through Song:
Honoring the Legacy of MLK, Jr."**
January 24 at 7-8 PM in St. Mary Chapel

Welcome Back Coffee House
January 24 at 9-11 PM in SSU 240-243

Mr. Siena
February 2 at 6-9 PM in MAC

Expo
March 22 at 7:30-9:30 PM in SSU

An Awesome Women's Brunch
March 23 at 10 AM-12 PM in Snyder 159-161

For more information on these events and others
contact: Karen Keis, kkeis@siena.edu



DIVERSITY INCLUSION

**Nyle Fort - Black History Month Keynote
Speaker**
February 18 at 7:00 PM in SSU 240

**Biz Markie - Hip Hop Week Keynote
Speaker**
March 18 at 7:00 PM in SSU 240

Trans*101 & Trans*201 (Dates TBD)

Ally 101 & Ally 201 (Dates TBD)

For more information on these events and others
contact: Christa Grant, cgrant@siena.edu



PROFESSIONAL DEVELOPMENT

Choosing Your Career
February 4 at 5 PM in Foy Hall

**Building Your Network & Turn
Acquaintances into relationships**
February 20 at 5:00 PM in SSU 241-3

How Are You Going to Pay for That?
March 12 & March 14 at 4 PM in Snyder 159

**Make Yourself Stand Out at the Career
Fair**
March 18 at 12:30 PM in Foy Hall

**Spring Career Internship and Graduate
School Fair**
March 19 at 3 PM in MAC

For more information on these events and others
contact: Karen Keis, kkeis@siena.edu



HEALTH AND WELLNESS

Wellness Session Series
1/23, 2/6, 2/13, 2/20, 3/13, 3/20, 3/27, 4/3, 4/10 at 6:00-
7:00 PM in Snyder 159-161 (Different topic each date)

**Open Hearts at Open Mic: Put the
Health in Healthy Relationships**
February 14 at 9:00 PM in Casey's

**Advocates Against Opioid Abuse: How
to Help A Loved One**
February 20 at 7:00 PM in The Norm

HealthySAINTS @ Sienafest Carnival
April 13 at 11:30-1:30 PM in QUAD/HP Tent

Reading Day Retreat Day
April 30 at 11-2:00 PM in RB Lawn / QUAD/ SSU 240

For more information on these events and others
contact: Kate Kaufman Burns, kkaufmanburns@siena.edu

Journey to Success Outcomes Assessment

Student Name: _____

Number of Pillars Where Expectations: _____ Exceeded _____ Met _____ Not Met

Pillar	Exceeds Expectations (2)	Meets Expectations (1)	Does Not Meet Expectations (0)
Faith, Values and Ethics _____	Demonstrates the ability to (1) articulate the relationship of one's faith to oneself AND (2) appreciate the diversity of faith traditions	Demonstrates the ability to (1) articulate the relationship of one's faith to oneself OR (2) appreciate the diversity of faith traditions	Unable to demonstrate the ability to (1) articulate the relationship of one's faith to oneself NOR show an (2) appreciation for the diversity of faith traditions
	Comments:		
Social Responsibility _____	Demonstrates (1) behaviors consistent with the College norms and Franciscan Habits of Community AND (2) an understanding of and participation in student and college governance processes to solve issues.	Demonstrates (1) behaviors consistent with the College norms and Franciscan Habits of Community OR (2) an understanding of and participation in student and college governance processes to solve issues.	Unable to demonstrate (1) behaviors consistent with the College norms and Franciscan Habits of Community NOR (2) an understanding of and participation in student and college governance processes to solve issues.
	Comments:		
Community _____	Demonstrates the ability to (1) develop meaningful interpersonal relationships, lifelong friendships, and habits of community participation AND (2) be challenged to high standards of personal behavior, integrity and responsibility through experiencing the values of diversity, optimism, respect, and service.	Demonstrates the ability to (1) develop meaningful interpersonal relationships, lifelong friendships, and habits of community participation OR (2) be challenged to high standards of personal behavior, integrity and responsibility through experiencing the values of diversity, optimism, respect, and service.	Unable to demonstrate the ability to (1) develop meaningful interpersonal relationships, lifelong friendships, and habits of community participation NOR (2) be challenged to high standards of personal behavior, integrity and responsibility through experiencing the values of diversity, optimism, respect, and service.
	Comments:		
Diversity / Inclusion _____	(1) Demonstrates the ability to foster a welcoming and supportive environment celebrating diversity, inclusion, and equity AND (2) actively and intentionally engages with people from diverse backgrounds and life experiences	(1) Demonstrates the ability to foster a welcoming and supportive environment celebrating diversity, inclusion, and equity OR (2) actively and intentionally engages with people from diverse backgrounds and life experiences	(1) Does not demonstrate the ability to foster a welcoming and supportive environment celebrating diversity, inclusion, and equity NOR (2) actively and intentionally engages with people from diverse backgrounds and life experiences
	Comments:		
Professional Development _____	Demonstrates the ability to (1) describe and articulate co-curricular personal strengths, weaknesses, competencies, and values AND (2) translate their Siena co-curricular experience in a way that distinguishes them in their career opportunities.	Demonstrates the ability to (1) describe and articulate co-curricular personal strengths, weaknesses, competencies, and values OR (2) translate their Siena co-curricular experience in a way that distinguishes them in their career opportunities.	Unable to demonstrate the ability to (1) describe and articulate co-curricular personal strengths, weaknesses, competencies, and values NOR (2) translate their Siena co-curricular experience in a way that distinguishes them in their career opportunities.
	Comments:		
Health and wellness _____	Demonstrates the ability to (1) engage in activities and create good habits that promote personal health and wellness AND (2) choose behaviors to accomplish short and long term goals that reduce risk of harm.	Demonstrates the ability to (1) engage in activities and create good habits that promote personal health and wellness OR (2) choose behaviors to accomplish short and long term goals that reduce risk of harm.	Unable to demonstrate the ability to (1) engage in activities and create good habits that promote personal health and wellness NOR (2) choose behaviors to accomplish short and long term goals that reduce risk of harm.
	Comments:		