

**Sinte Gleska University**

**2015-2016 Institutional Year-end Assessment Week**

**May 25-26, 2016**

**-Tentative Agenda-**

**Wednesday, May 25<sup>th</sup> - Institutional Assessment Day (All Staff/Faculty/Interested  
SGU Multi-purpose Bldg. Students)**

**8:30 am Welcome/Invocation/Opening Remarks – SGU President Lionel**

**Bordeaux**

**Overview of the Day's Agenda and Objectives (Sherry Redowl)**

**Small Group Sessions (w/ recorder): Participants will respond to the  
question: “*If you were the SGU President, what would keep you up at night?*”**

**10:15 am Break**

**10:30 am Reporting out of Small Group Discussions**

**Institutional Data Trends (Deb Bordeaux)**

**12:00 pm Lunch**

**1:00 pm Small Group Sessions (w/ recorder)**

- A. Administration/Finance**
- B. Academic Programs**
- C. Student Services**
- D. Community Development**

- 1. *What worked well this past academic year?***
- 2. *What were challenges/issues this past academic year?***
- 3. *What are recommendations for the 2016-2017 academic year?***

**2:30 pm Break**

**3:00 pm Reporting out of Small Group Discussions**

**Recess**

**Thursday, May 26<sup>th</sup> - SGU Strategic Planning by *Tokatakiya Okolakiciye*  
(*Going Forward Society*) - All staff/faculty/board members/  
Interested students**

**8:30 am Welcome/Invocation/Opening Remarks (Phil Baird)  
Overview of Day's Agenda and Objectives  
Review of the SGU Strategic Plan (Elaine Jones)**

**10:15 am Break**

**10:30 am Small Group Sessions – discussions on progress of the plan**

**12:00 pm Lunch**

**1:00 pm Reporting of Small Group Discussions**

**Introduction - Institutional Effectiveness Committee  
Updated SGU Committee Structure  
Other Business  
Adjourn**

**Sinte Gleska University**  
**All Staff Year-end Assessment Meeting**  
**May 25, 2016**  
**Discussion Notes**

***If you were the SGU President, what would keep you up at night?***

Small Group Discussion:

Group 1:

How to keep students in school - online learning, use of digital tools and technologies, do more things hands-on activities in classrooms

How to bring students in from local schools - instructors need to do some recruiting so students get to know you, implement admissions module in Jenzabar

Brain-Drain is happening - need to update what is offered (animation, gaming, etc.)

Public Relations - how are we treating students (advising and developing relationships with students)

High school dropouts

Funding - get a faculty grant writing committee going (research, program development)

Co-Curricular activities for students - athletic programs (archery was successful to motivate students to do well in school, running program)

Faculty - professional development is needed to do better teaching

Student Housing - use trades department to build miniature student houses

HLC Requirements - we need to make sure we know what is needed from us and we need to do it

Relevance of Degree programs - do a community and workforce assessment, what should be offered that isn't? What is offered that shouldn't?

Group 2:

Lack of utilization of technology and data – Program Review process showed that we weren't able to readily find the data that we need to make program decisions; need to get Jenzabar going

How do we compare with other TCUs? HBCUs? TCUs want to make sure we sustain our culture and cultural identities. Would WINHEC or alternative certification be accepted or recognized by employers or HLC?

Promoting SGU – SGU's data showed that only 4% of our students are under 24 so how do we increase that number?

Lack of co-curricular activities – clubs, sports, community involvement, cultural awareness

Need stand-alone Admissions department that does recruitment and scholarships

Technology needs to be looked at – should there be consistency from high school to SGU?

Student housing should be considered

Online courses to help bring us to the present

Tutoring is needed for students – work-study programs could provide some peer tutors. It is provided by Foundations but a separate program would alleviate the burden on them so they can focus on testing and teaching

School safety is becoming an issue, especially with vandalism.

Prairie Dogs are destroying the infrastructure and starting to get into vehicles and doing damage

Group 3:

Declining enrollment

Need positive PR

Inconsistency and lack of rigor in the classrooms

Strengthen DE program

Lack of practicing Wolokota at the institution

Need to increase student pride

Students come in with lack of preparedness

Need to strengthen relationships with other TCUs

Historical trauma

Need to strengthen student interest

Group 4:

Accreditation – want to be more proactive rather than reactive

Better file management and need to update them on an annual basis to ensure high level documentation

Assessment – look for a long term assessment coordinator campus wide to oversee continued progress; really energized after these days and want to keep that energy

Involve adjuncts in institutional processes, including assessment

Student success – more recruitment locally, more co-curricular activities available for students so they feel a sense of belonging (athletics, tutoring, placement center or office)

Better advising to connect with students to build and nurture ongoing relationships with students so they feel better supported

Class scheduling might be done so that it better meets the needs of the students – what does the data say?

Three-hour blocks? One-hour blocks? 1 ½ hour blocks?

Student learning styles – work with faculty on multiple teaching and learning methods and delivery

Student services – keep improving like that of transportation

Community Engagement – student family day, welcoming days for family, other outreach

Adult Basic Education – improved transportation for ABE, too.

Group 5:

Nation-Building needs to be focused on within the classroom and institutionally. Need to involve the whole Sicangu Nation in the process because it impacts the whole Sicangu Nation.

Would like to see more independence from Federal funding although we don't want to give up what we receive through federal obligation.

Should focus more on renewable energy.

Want to see more spirit and higher moral of students and staff because it impacts motivation.

Work with the tribe to be an advocate for the creation of a national park and to develop natural resources toward it being a national park.

The university could be an institution to promote better understanding and use of natural plants.

Accreditation is important and lots of talk about alternative accreditation but the bottom line is that courses are accredited so students can build their career.

SGU should be an integral part of the school systems on the reservation.

Continue to build programs toward advanced education all the way to the doctorate level.

The campus environment should be beautiful and the prairie dogs have been taking over and taking away from the beauty of the campus.

Need student housing

Need better marketing of SGU which can help with student enrollment and retention. Should coordinate a marketing plan and we need to get into the schools to recruit students.

GED program is good here and need to keep that strong.

Keep the transportation program strong.

We have childcare and a lunch program that we need to keep going.

Implement intermural programs and student clubs (co-curricular activities)

Work study opportunities should be available for students.

Get involved more with the community

Would like to see more transparency in all aspects of SGU.

Use technology to document artifacts, PLOs, and other evidence of activities

Better use of resources (greenhouse, equipment, etc)

Set up a resource development office to help with grant writing. We should be teaching faculty and students the art of grant writing.

Strengthen the Lakota offerings

Plan for leadership succession for administrators as well as faculty

Group 6:

If you can't practice Wolakota, how can we teach it? This was a theme of the conversations. How do we make ourselves accountable to practicing this? How do we evaluate that?

More board involvement is needed. They should come to meetings and spend time with students.

Economic development is needed to accomplish this.

Need to meet HLC requirements.

Group 7:

Staff and faculty well-being is of concern.

Strengthening SGU and allowing everyone a voice. Maybe the employee rep could be elected.

Can we increase our numbers? Have we maxed out the student population?

Are we teaching what we should teach? Is it culturally relevant, especially for those who do not plan to leave the reservation?

How do we recruit and keep our students? There are political issues that sometimes get in the way.

How do we develop our own trades workforce?

Need an emergency response plan (i.e. tornado)

Accountability and follow up are concerns.

## **Summary of Outcomes of Small Group Discussion**

Sinte Gleska University held an All Faculty Assessment event on May 25, 2016. As a means toward better understanding of employee perceptions of challenges of the university, participants were asked to engage in small group discussion. They were organized into 7 interdepartmental groups. The question that was asked was, ***"If you were the SGU President, what would keep you up at night?"*** Each group was asked to document the topics on flip chart paper and to share the perspectives with the larger group. Following is a summary of four main themes that emerged from the discussion.

### **Improve the teaching and learning experience at SGU (36)**

Approximately 45% of the comments made by participants referred to improving some aspect of the teaching and learning experience at SGU. Comments were focused on the areas of ***curriculum and instruction, co-curricular activities, and student services***. According to participants, SGU may benefit from taking a closer look at the relevancy of the programs they offer to ensure that they are offering programs that meet local workforce demands and ensure that graduates are prepared to compete in a global workforce. There are concerns that technology should be utilized to better meet student needs for course and scheduling options and to meet various learning styles. It is important that faculty receive professional development in how to best meet various learning styles and to include adjunct faculty more purposefully in institutional processes, including assessment. Co-curricular activities could be added to institutional offerings as a means of increasing student interest, pride, and engagement in the institution as well as promoting stronger nation-building among the student population. Participant comments regarding student support suggested that the college may benefit from studying how to more effectively recruit and retain students.

### **Refine and adhere to established institutional policies and procedures (22)**

Approximately 20% of comments made by SGU faculty and staff members referred to the importance of refining and then adhering to institutional policies and procedures regarding accreditation, data utilization, university management, and safety. There are concerns about accountability and transparency. Participants would like to see everyone be held equally responsible to practice Wolakota. Safety concerns include the need to develop an emergency response plan to a plan to effectively control the prairie dogs. Policies and procedures to more effectively manage assessment, data utilization and accreditation processes should be better refined and managed.

### **SGU needs to carefully plan toward meeting the changing needs of its service area**

There are concerns about how to recruit younger students to the institution as a means toward increasing enrollment. Participants suggested that student housing development should be considered, possibly utilizing the college's building trades department to build units. Plan for succession of leadership with administration and instructional services should be developed. SGU has many natural and developed resources that should be better utilized.

### **Strengthen relationships with people and organizations external to the university**

Participants suggested that the university be more involved in the community and in the local school systems. Community involvement may work toward promoting more positive public relations with the community. Some suggested that the university take a more active role in helping others better understand the use of natural plants and advocate for the development of natural resources, possibly toward establishing a national park designation on the reservation. Working with the schools may help address high school dropout rates and the university's declining enrollment.

## **Finance**

### **What worked well?**

Good staff, providing grant reports quarterly, revised some processes to reconcile funding on a monthly basis, staying with budgets, timely reporting, completed the audit ahead of time, previous audit findings were successfully addressed. There were no findings in the audit. Reduced deficit from \$1.2 M to \$400,000.

Leadership recognized the finance department staff. Implementing the Jenzabar budget module active so that grant managers can see their budgets online any time they want to on demand.

### **Challenges**

Getting everything back in order and reconciling monthly. Staff turnover was always an issue but is stable now. We now have a bookstore manager. Grant projects need to spend their money in a timely way. Grants managers have to know if certain spending is allowable. The finance department is more concerned with making sure grant managers know the status of their budgets.

### **Recommendations**

Question about faculty getting training on Jenzabar on accessing budgets. Response was that the college has purchased 100 hours of Jenzabar training to advance use of the system.

Question about perceived discrepancy of W2s and what was actually paid. Employees can get pdf copies of their pay stubs if they like.

Question regarding faculty scale and wage analysis. The process is where Dr. Robertson left it. With the turnover, the priority is faculty qualifications, current position descriptions, staff evaluations, and documentation.

It is important to pay our bills to contractors and service providers on time, otherwise they don't want to do business with us. Finance office responded that they have improved their paying time in recent months.

Space is short and there is a building that has a lot of things in it that the university isn't using. Could the stuff be distributed to community members or less fortunate who may use them. A public auction is being planned to get rid of non-operational vehicles. Surplus reduction takes a process and the administration is willing to look at addressing that.

Question in regards to marketing tribune said cow skull not buffalo skull (?) public disclosure, logo trademark we own the logo educating ourselves.

## **Academics**

### **What worked well?**

AVP thanked the faculty for the great work they do. Special recognition for the Nursing Department for going from the brink of involuntary closure to 100% pass rate on NCLEX. SGU has 65 degree program offerings. Ned Day is the faculty of the year for SGU.

- Art Institute: had many award winners at the AIHEC competition this year and a student of the year award winner
- Arts and Science: Hired new faculty to start in the summer. Recruiters brought students in. Even with enrollment declining, it is helpful to bring in adjunct faculty.
- Business: Student involvement in AIHEC went well and students did their own fundraising for it.
- Education: Program review showed 100% placement rate
- Foundational Studies: students seem to be coming in better prepared so more are testing out earlier. We are still figuring out the Accuplacer test. Many of the students in the foundations courses dropped out because they couldn't go without financial aid for so long...financial reasons.

- Human Services: The split classes worked well and allowed team building and offered opportunities for students to easily make up missed time that they might have.
- Co-curricular Activities: Have had a lot of participation in co-curricular activities.

### **Challenges**

- Continued enrollment was a challenge
- Keeping registration open for two weeks into the semester is a challenge
- 2010 census says that more than  $\frac{1}{2}$  of our relatives now live off the reservation
- Registration process is not efficient or effective because so many processes are crammed into it (including recruitment and admissions)

### **Recommendations**

- Improve recruitment, admissions, and registration processes
- Working on development a program that supports medical field pursuit
- Student support meetings required
- Interdepartmental administrative support
- Use Fridays as Co-Curricular days (clubs, intermural, student activities, etc.)
- Waive student tuition for foundational courses
- Adding another computer science instructor can provide a better course rotation and help the program move into another area.
- Expand dual credit programs
- Test students as sophomore and junior students rather than waiting until they graduate
- Expand healthy food options for students
- Offer programs that lead to local employment with strong wages

## **Student Services**

### **What worked well?**

- Good group of hand game players and singing group has started
- New people in Financial Aid are doing well
- A former student who started in the Transportation department applauded her experience in helping her get into her position

### **Challenges**

- Getting more maintenance equipment
- Moving to the cloud was a challenge but we are working through the issues
- The split schedule has impacted students, especially parents', abilities to use transportation services
- Advising is not consistently done with students; some students take courses more than once because they aren't well advised.

### **Recommendations**

- Working to continue improvement of the Financial Aid program

## **Community Development**

### **What worked well?**

- Reorganization

- Gardening classes to the community went really well
- Involved in farmer's market

### **Challenges**

- Finding enough volunteers is always a challenge

### **Recommendations**

- Get more students involved in the greenhouse
- Connect with Sheri if you want to get more involved or start a program