

As a practitioner in student affairs, the mission should always be finding ways to challenge and support students. In the field, practitioners create programs, experiences and opportunities for students to engage, to grow and to develop. In 2014 the Residence Life Office at The Pennsylvania State University, revamped a workshop on campus called the Share your Values, Show your Pride workshop to better meet the needs of students who attended the workshop. The workshop is designed to encourage students who violate minor policies of the code of conduct on campus to discern their values and promote ethical decision-making. After having revamped the workshop, it is important to develop an assessment strategy that focuses on qualitative and quantitative data to measure the effectiveness of the survey.

To assess the nature of the workshop, a quantitative and qualitative assessment will be administered to the participants of the workshop to gather information that is important to constantly improve the workshop. This survey will be administered before the student leaves the workshop and will be anonymous so that the participants feel they can voice their opinions without fear of their response. These questions would revolve around the actual activities of the workshop: what is your favorite activity and why, what is your least favorite activity and why as well as what could be done to improve the workshop. Using the data gained from this assessment, the department will be able to add or remove activities in the workshop to better the understanding and experience of the participants.

To assess actual learning is a bit more complicated because this requires the need for strong qualitative data. The committee that worked to revamp the workshop developed a list of learning outcomes that could be used to help assess learning.

- While attending the Decision Making Workshop, residents will identify 5 values that factor into their decision-making.
- After attending the Decision Making Workshop, residents will reflect on the incident by listing 3 alternative decisions.
- After attending the Decision Making Workshop, residents will describe 3 ways in which their actions could lead to negative perceptions of who they are.
- After attending the Decision Making Workshop, residents will discuss 3 possible outcomes of their decisions.
- After attending the Decision Making Workshop, residents will recognize a time when they were pressured to compromise their own values or were the cause of another person compromising their values.
- After attending the Decision Making Workshop, residents will explain 3 ways in which their actions could affect the community.

To better assess the student answers to these questions, the students are required to complete a final project (either a paper, a playlist, an illustration or another artistic production) to answer the questions above. The final project would in essence be a survey of the students to measure their qualitative learning of the experience. As Krathwohl states, "adding qualitative data to a quantitative study can help keep quantitative researchers close to participants so they learn what lies behind the numbers—information crucial to their proper interpretation," (Krathwohl, p. 236).

Currently an interview does not take place, but after the readings and listening to Krathwohl's opinion on the benefits of surveys (less nuance, the ability to ask follow up questions, create a highly personal response from the interviewee), a survey could be administered to gain a better understanding of the learning taking place, an interview could be implemented to randomly interview participants in the workshop to create a more personal dialogue about the content of the workshop and if the material was beneficial in stopping recidivism rates for students in violating the same policy that they were assigned to the workshop for.

If there were an interview portion for participants in the workshop, several questions that should be asked would revolve around gaining a deeper understanding of the participants experience with the workshop material and how that experience would help reduce recidivism rates for the future:

- Do you think that from attending the workshop, you will make the same decision again?
- How do your values differ from Penn State? How can you reconcile these differences to not violate the policy again?
- Violating this policy several times can create red flags about future behavior? How do you want to be perceived and how do you think violating this policy causes others to perceive you?
- Having attended the workshop, you now have a better understanding of examining the values of a community. How would you feel if you were no longer a part of the Penn State community because you violated these policies?

The answers to these questions will be beneficial to the institution because it will give everyone a better understanding of the benefits of the workshop, areas where the workshop can be improved, and what kind of learning the students are receiving from attending the workshop.