

Academic Support Unit Assessment

Academic Equity, Diversity and Inclusion

Center for Black Studies

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**Northern Illinois
University**

Accreditation, Assessment and Evaluation (AAE)

Academic Support Unit Assessment

Part I: Assessment Plan

1. History and Context

The Center for Black Studies has been here at NIU since 1971 as part of the International Studies Program. It was established in response to student unrest and their demand for cultural programs and events. A curriculum which focused on the contributions, experiences, and history of African people throughout the world was developed and a support center was later established to assist students as they matriculate through the university.

The Center for Black Studies focuses on academics, recruitment and retention, community outreach, and student support. Currently the Center offers a minor in Black Studies, campus and community based mentoring program, advises and provides support to a number of student organizations, and supports research on all aspects of the experiences of people of African descent.

Context: In spring 2019, Academic Diversity, Equity and Inclusion (ADEI) led the cultural centers through a goal-alignment and revision process-- aligning goals to newly-developed goals for ADEI and aligning goals with the NIU SEM Plan. In addition, the goals and objectives for CBS have gone through several revisions since the last UAP update and plan (2005-2010). Goals and Objectives in this assessment report were revised in 2019. The chart on the following page shows the newly-established goals and how they relate to the previous goals, or do not relate in their current form.

CBS 2019 transformed from 2013 Goals

2019 Center for Black Studies Goals	Previous UAP Program Objectives, 2010
<p>Goal 1. Offer a minor focusing on the histories and cultures of African Americans with an appreciation for the historical, social and political influences of Africa and the African diaspora</p>	<p><i>* Note previous goals were identified by letters.</i> b. Offer an interdisciplinary minor in Black Studies a. To provide courses that relate to the life, history, culture, and experience of people of African descent</p>
<p>Goal 2. Sponsor cultural events including lectures, dialogues and celebrations</p>	<p>e. Plan programs, lectures, activities, and cultural events</p>
<p>Goal 3. Provide an environment of care and support for NIU students, faculty, staff and community members</p>	<p>f. Advise and support student organizations h. To be a "home away from home" for students, faculty, staff of African descent g. Community outreach through hosting campus visitations</p>
<p>Goal 4. Provide student advocacy, advising and mentorship centered on positively impacting student retention and graduation</p>	<p>c. To create programs and activities that will assist in the recruitment and retention of students</p>
<p>Goal 5. Coordinate formal community outreach opportunities</p>	<p>d. Provide opportunities for students to participate in community outreach activities</p>

2. Mission, Goals and Objectives

Mission Statement

The Center for Black Studies offers Northern Illinois University and its surrounding communities an interdisciplinary understanding of the histories and cultures of African Americans and the African diaspora. Supporting students, faculty, staff and community partners, the Center for Black Studies advances cultural understanding, intellectual and leadership development, professional growth and social justice while serving as a collaborative and supportive space on campus.

Unit Goals and Objectives

Goal 1. Offer a minor focusing on the histories and cultures of African Americans with an appreciation for the historical, social and political influences of Africa and the African diaspora.

Objective 1.1. The Center for Black Studies will develop an instructor observation process for non-tenure track instructional staff in order to promote student academic achievement and high quality instruction.

Assessment Method: Non-tenured staff be observed semesterly by tenured staff via direct observation and assessment of course evaluation results

Target: 100% of instructors will meet or exceed the expectation to promote student academic achievement and provide quality instruction.

Objective 1.2. Center for Black Studies will The Center for Black Studies will implement a Faculty Advisory Committee in order to objectively guide policy and assessment for the Black Studies minor.

Assessment Method: Meeting of FAC by the end of semester: Bylaws for the Center for Black Studies, which include faculty advisory council, are currently written.

Target: FAC will be in place and FAC will begin to discuss Center for Black Studies business

Objective 1.3. Center for Black Studies will The Center for Black Studies will strengthen relationship with the College of Liberal Arts and Sciences in order to advance collaboration efforts and stay abreast of essential CLAS information.

Assessment Method: Collaborating on course rotations for courses relating to Black studies via Meeting with department chairs to establish the creation of a viable course rotation.

Target: Viable 3-year course rotation created

Assessment Method: Consistent representation at CLAS senate meetings via A representative from the Center for Black Studies will be at all senate meetings

Target: 90% attendance to senate meetings

Objective 1.4. Center for Black Studies will The Center for Black Studies will create a new Themed Learning Community to both recruit students into the minor and help develop critical academic skills like critical thinking, academic writing, and research.

Assessment Method: Develop Theme Learning Community (TLC) with CLAS, COE, and HHS via TLC formed

Target: Two TLCs formed

Objective 1.5. Center for Black Studies will The Center for Black Studies will continue recruitment, retainment, and graduation efforts for the minor in order to grow the student population and display increased desire to participate in Black Studies academic programs and courses.

Assessment Method: Tracking Attendance at Open Houses – CBS' Participation in Open Houses

Target: 90% attendance at Open Houses

Goal 2. Sponsor cultural events including lectures, dialogues and celebrations.

Objective 2.1. Center for Black Studies will Center for Black studies will increase programming focused on issues related to and for Black women in FY20.

Assessment Method: Number of programs that focus on related needs of Black women.

Target: Launch Student African American Sisterhood program (S.A.S.S.)
20 participants by the end of FY 20

Objective 2.2. Center for Black Studies will : Develop at least one program each term of FY20 focused on programming around cultural arts.

Assessment Method: Number of programs implemented that focus on the performing arts.

Target: Launch 1 program aimed at theatre arts and develop collaboration with the Northern Black Choir.

Objective 2.3. Center for Black Studies will Establish benchmark data on the number of students participating in CBS sponsored alternative spring break and study abroad opportunities.

Assessment Method: Data from pervious study abroad experiences.

Target: Increase participation in CBS study abroad by 50%
12 student participants in alternative spring break

Objective 2.4. Center for Black Studies will Identify sources of funding for students to participate in alternative spring break opportunities.

Assessment Method: Number and amount of funding sources.

Target: Increase support funding \$5000; Increase sources of support by 2 (either grants; fundraising)

Goal 3. Provide an environment of care and support for NIU students, faculty, staff and community members.

Objective 3.1. Center for Black Studies will Provide student organization advising of the 3 of student organizations connected directly with CBS.

Assessment Method: N/A

Target: N/A

Objective 3.2. Center for Black Studies will Center for Black Studies will update classroom furniture and equipment for CBS in FY20 in order to increase the numbers of participants in programs and to increase satisfaction ratings of the center's facilities.

Assessment Method: Student satisfaction surveys

Target: New smart room classroom equipment by the end of FY 2020

Objective 3.3. Center for Black Studies will Assess physical space uses and needs of three common-use areas and one classroom in order to establish a plan to restructure the center's use of space and to establish a location for the CBS reference library in FY20.

Assessment Method: Conduct space audit

Target: Physical space restructured by FY20.

Objective 3.4 Commence collection of books, digital assets and other materials to establish a CBS reference library as a means of supporting the academic, cultural and social needs of students, faculty, staff and community members.

Assessment methods: N/A

Targets: Library established for use in FY20

Goal 4. Provide student advocacy, advising and mentorship centered on positively impacting student retention and graduation

Objective 4.1. Center for Black Studies will Promote research opportunities available at NIU to CBS students and affiliated organizations and collect benchmark data related to the number of students participating in research in FY20.

Assessment Method: Student enrollment data in research programs

Target: Increase participation (of those students participating in CBS programming) in research programs by 20% in FY20

Objective 4.2. Center for Black Studies will Identify at least one research opportunity within CBS to engage students in research and to collaborate with affiliated faculty or campus partners.

Assessment Method: Number of research opportunities

Target: Launch CBS oral history project by end of FY20: Increase number of research projects with CBS affiliated faculty by 2 in FY20

Goal 5. Coordinate formal community outreach opportunities.

Objective 5.1. Increase student participation in community outreach programs (AAMP/Talented 10th).

Assessment Method: Collect data of student mentors from previous years.

Target: Increase student mentors in AAMP by 20%

3. Assessment Methods

ASSESSMENT METHODS TABLE

Assessment Method	Explanation			
	Description	Assessment-Level Target ^a	When Data Will be Collected	Person Responsible
Direct observation	Direct observation and assessment of course evaluation results	100% of instructors will meet or exceed the expectation to promote student academic achievement and provide quality instruction.	December 2019	Dr. Joseph Flynn
Meeting of FAC by the end of semester	Bylaws for the Center for Black Studies, which include faculty advisory council, are currently written	FAC will be in place and FAC will begin to discuss Center for Black Studies business	October 2019	Dr. Joseph Flynn
Attendance Tracking	Consistent representation at CLAS senate meeting via a representative from the Center for Black Studies will be at all senate meetings	90% attendance to senate meetings	September 2019	Dr. Joseph Flynn
Review of course-rotation schedule	Collaborating on course rotations for courses relating to Black studies by meeting with department chairs to establish the creation of a viable course rotation	Viable 3-year course rotation created	July 2019	Dr. Joseph Flynn
TLC formed	Develop Theme Learning Community (TLC) with CLAS, COE, and HHS	Two TLCs formed	August 2020	Dr. Joseph Flynn
Attendance Tracking	Participation in Open Houses – CBS' Attendance at Open Houses	90% attendance at Open Houses	Begin fall 2019 – continue/ongoing	Dr. Joseph Flynn
Number tracking	Number of programs that focus on related needs of Black women.	Launch Student African American Sisterhood program (S.A.S.S.) 20 participants by the end of FY 20	Begin fall 2019/ongoing	Christopher Mitchell

Assessment Method	Explanation			
	Description	Assessment-Level Target ^a	When Data Will be Collected	Person Responsible
Number Tracking	Number of programs implemented that focus on the performing arts.	Launch 1 program aimed at theatre arts and develop collaboration with the Northern Black Choir.	Beginning Fall 2019	Christopher Mitchell
Attendance Tracking	Data from pervious study abroad experiences	Increase participation in CBS study abroad by 50% ; 12 student participants in alternative spring break	Summer 2020	Dr. Joseph Flynn
Number/Amount Tracking	Number and amount of funding sources.	Increase support funding \$5000; Increase sources of support by 2 (either grants; fundraising)	January 2020	Dr. Joseph Flynn
Survey	Student satisfaction surveys	New smart room classroom equipment by the end of FY 2020	January 2020	Anne Edwards
Audit	Conduct space audit	Physical space restructured by FY20.	Fall 2019	Anne Edwards
Attendance tracking	Student enrollment data in research programs	Increase participation (of those students participating in CBS programming) in research programs by 20% in FY20	Fall 2019	Anne Edwards
Number tracking	Number of research opportunities	Launch CBS oral history project by end of FY20: Increase number of research projects with CBS affiliated faculty by 2 in FY20	Fall 2019	Anne Edwards
Data collection	Collect data of student mentors from previous years.	Increase student mentors in AAMP by 20%	Fall 2019	Derrick Smith

Assessment Method	Explanation		
	Description	Assessment-Level Target ^a	When Data Will be Collected
<i>Note.</i> ^a Assessment-level target is the level of performance the unit hopes to see on the assessment (e.g., 85% percent of participants demonstrate X, Y, and Z).			

ASSESSMENT METHODS-BY-OUTCOMES MATRIX

Assessment Method	Goal				
	1. offer a minor focusing on the histories and cultures of African Americans with an appreciation for the historical, social and political influences of Africa and the African diaspora	2. sponsor cultural events including lectures, dialogues and celebrations.	3. Provide an environment of care and support for NIU students, faculty, staff and community members.	4. Provide student advocacy, advising and mentorship centered on positively impacting student retention and graduation	5. Coordinate formal community outreach opportunities.
Direct observation	S, D				
Meeting of FAC by the end of semester	S, I				
Attendance Tracking	F, I				
Review of course-rotation schedule	S, I				
TLC formed	S, D				
Number tracking		F, I			
Number tracking		F, I			
Attendance Tracking		F, I			
Number/Amount tracking		F, I			
Survey			S, I		
Audit			S, I		
Attendance tracking				F, I	
Number tracking				F, I	

Assessment Method	Goal				
		1. offer a minor focusing on the histories and cultures of African Americans with an appreciation for the historical, social and political influences of Africa and the African diaspora	2. sponsor cultural events including lectures, dialogues and celebrations.	3. Provide an environment of care and support for NIU students, faculty, staff and community members.	4. Provide student advocacy, advising and mentorship centered on positively impacting student retention and graduation
Data collection					F, I