

Mission

RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
The Women's Center should consider examining their mission statement and goals in light of this Program Review and meet with stakeholders to revise both.	The student staff are currently collecting the mission statements of our peer institutions and we will glean from the examples of well-written mission statements in order to most effectively recreate ours. An in-depth look at our current programs and services will help us know how to best rewrite the mission statement and goals.	May 2011	July 2011
<p><i>New Mission Statement: The Women's Center advocates, educates and empowers individuals by providing resources and support on campus and in the community through facilitating connections, one-on-one advisement and support groups. The Center actively seeks to develop programs and services in which women are supported, encouraged and inspired to achieve their academic and personal goals.</i></p>			
Make sure the Mission Statement is visible in the Center and on campus, and that Center staff, colleagues and stakeholders understand and can articulate the mission	The CAS Standards will be reviewed and utilized as the new mission statement is created. Once created, it will be placed in the center of our framed staff pictures, located in the Women's Center. Additionally, it will be located on the appropriate advertising and marketing materials for our programs and services.	May 2011	June 2011
<p><i>CAS standards have been utilized in creating a new mission statement. All staff have received copies of the CAS standards for utilization at our next retreat.</i></p>			
The Women's Center staff and advisory board should develop a strategic plan with both short term and long term goals which are very specific, with dates for goals to be accomplished, how success will be measured and who is responsible for implementation.	Due to a dramatic change in staffing, short and long term goals will be created at a Spring semester retreat, once the Women's Advocate/Program Specialist is hired and new student staffing has been established.	July 2011	October 2011
<p><i>The Women's Center developed two new short term goals for the 2011-2012 year. These included outreach to international female students by creating a luncheon specifically to address their needs. This was held in the Spring of 2012 with _____ in attendance. The second goal was to recreate the single mom support group. The group was changed to Monday Muffins and Moms. The participation was smaller than in the past and it may have to do with the more casual name and eliminating the "support group" terminology. The positive side of the ongoing single mom program is that the Women's Center is creating a "Single Parent Conference" for the summer of 2012.</i></p>			

Programs

RECOMMENDATIONS	PLAN OF ACTIONS	TARGET DATE	COMPLETED
Develop programs with active participation from student employees, Women's Studies students, Social Work students, student clubs /organizations and other stakeholders.	Student staff and volunteers from the Women's Center are working closely with a practicum student from the Social Work Department to plan and organize three major events for Spring Semester. The Women's Center is working with student staff from the Veteran's Office in implementing Female Veteran's Appreciation Luncheon. A focus group will be	Focus Group targeted for Summer semester 2011	Veteran's Appreciation Luncheon completed February 28, 2011
<i>The Female Veteran's Appreciation luncheon featured Sgt. Abigail Ruscetta from the 388th Wing Command at Hill Air Force Base. The attendance was not as high as anticipated and, therefore, the Women's Center will look at other options of working with female veterans when planning future events.</i>			
Encourage activism and social change.	The Women's Center is actively engaged with advocacy and mentoring by discussing issues with Women's Studies and the W.C. Advisory Board and how to effectively address the issues, as they relate to students.	Summer 2011	<i>Pending</i>
<i>The Women's Center has not yet created an Advisory Board. Identifying the purpose and responsibilities of an Advisory Board will be discussed in the Summer 2012 Retreat.</i>			
Partner with offices charged with tracking and addressing student retention and graduation rates, as well as those engaged in admissions, financial aid, advising and counseling.	The Women's Center will be working with Jessica Oyler to determine what the impact of services available for women has on recruitment and graduation rates.	Fall semester 2011	<i>Fall semester 2011</i>
Work with Student Affairs departments and academic departments to collaborate on programs that reach a rich diversity of the student body.	Currently working in collaboration with Women's Studies to facilitate activities for Women's History Month. Effective Spring Semester, collaborative efforts have been enhanced with the Women's Studies and Psychology Departments. The Director, effective Spring Semester, was invited to serve on two Women's Studies committees, the state UWHEN (Utah Women and Higher Education Network), and has begun facilitating service learning projects for the psychology 1010 course.	March 2011	Ongoing UWHEN committee participation.
<i>Continuing to serve on the UWHEN committee. UWHEN is planning a Women in Higher Education conference in the Spring of 2012. New staff member to serve on the Women's Studies Executive Committee, in preparation of Women's History Month. Working with Community Involvement Center in creating a service project by women for women</i>			

Enhance the visibility of the Center with underserved groups by planning programs that relate directly to students of color and international students.	Once the new Women's Advocate/Program Specialist is hired, discussions will begin with the Multicultural Center, International Student Center and the Center for Diversity and Unity and the best ways to collaborate and advocate for students of color and international students.	May 2011	New target date to be established for Spring 2012. See notes below.
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**Collaboration with Ruth Stubbs, in the Student-to-Student program was initiated when a master's level social work student from the University of Utah came to the Women's Center to complete her practicum/internship. In the process, a change in location for the student was made to the Student-to-Student Office, with the understanding that the student would facilitate a collaborative program, for young women of color, as they prepare for higher education. Unfortunately, the student accepted too many responsibilities with the Student-to-Student program and was unable to complete the collaboration.*

**Outreach was made to the International Student Center with a request to share the names of students who would like to attend a international women's luncheon to discuss options for programming and/or events. Per the International Student Center, "Most international students return home during the summer to be with their families." and "In addition, the month of Ramadan will start on Sunday. It would be really difficult to get any of the Saudi students involved in any thing until the fast is over." A new target date for Spring semester for an international women's luncheon will be created.*

Develop an internship or volunteer position specifically to look at other Women's Centers for new ideas in programming, website development and service delivery.	Student, Natalie Jones is researching University Women's Center and compiling a matrix which includes, University name, Women's Center staffing, programming and services.	End of Spring semester 2011	Natalie did not complete the assignment.
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Leadership

RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
The professional staff at the Women's Center should be given adequate professional development opportunities, particularly to interact with others engaged in Women's Center work.	The Director will attend the National Women's Studies Association Conference. The Women's Centers Committee host a daylong session that offer important networking and professional development opportunities for women's center administrators. The Director and a Women's Center Student Advocate will be presenting at the NASPA/AAUW sponsored "National Conference for College Women Student Leaders" conference in June 2011	June 2011 – NCCWSL November 2011- National Women's Studies Association Conference	June 2011

Did not attend the NWSAC, due to limited office coverage and an overcrowded schedule. Presented at the NCCWSL in June 2011. Three student leaders from the Women's Center were sponsored by the Center to attend the conference. The Women's Center sponsored one addition female student, who is involved with student government, to attend the conference.

Partnership with the Student Services office at the Davis Campus is essential for a seamless coordination of services and programs between the two campuses.	A meeting with the Davis Campus Coordinator, Erik Ashby was made on October 27. Ideas on how to increase collaboration and communication were discussed. Reciprocal information dissemination will increase. Erik will be invited to all Student Advisory Board meetings. Meetings with Jennifer Grandi and Erik Ashby, from the Davis Campus, have been created.	October 2010	October 27, 2010 January 19, 2011
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Three collaboration meetings have occurred. The following is the result of those meetings:

- *Emails will be sent to Jennifer Grandi each Monday regarding upcoming events, at the Ogden Campus, for women.*
- *The Women’s Center newsletters will be sent to the Davis Campus*
- *Scholarship applications, flyers and posters will be sent to the Davis Campus*
- *WOW nomination posters, display boxes and nomination forms will be provided to the Davis Campus*
- *The student representative from the Davis Campus who works with women’s issues will be included in the Ogden Campus Student Programming Board meetings*

The administration at Weber State should consider changing all titles that include “counselor” unless that person is a <i>licensed</i> mental health professional.	The new title will be: Women’s Advocate/Program Specialist	October 2010	October 2010
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A Women’s Advocate/Program Specialist was hired in August 2011

Empower professional, support, and student staff to take leadership and demonstrate independence in program planning, selection of student staff and other functions of the Center.	Student Chair for Sexual Assault Awareness Month – Caitlyn Jensen Student Chair for W.O.W. Awards – Hailey Hill Student Chair for Women’s History Month – Hailey Hill Student Chair for Women in Business luncheon – Caitlyn Jensen Student Chair for Female Veteran’s Appreciation Luncheon – Victoria Thompson Student Chair for Mother-Daughter Recruitment Dinner – Victoria Thompson	S.A.Month (April 2011) WOW Awards (March 2011) Female Veteran’s Luncheon (Feb. 2011) Mother-Daughter Dinner Summer 2011	Veteran’s Luncheon Feb. 28, 2011 WOW Awards Luncheon – March 21, 2011
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Though the Veteran’s Luncheon was a nice event, it was determined not to do the same type of event again. However, the WOW Awards luncheon continues to grow in value and volume, with 26 awards being given in 2012 and 128 nominations being received.

Human Resources

RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
All students from both the Women's and Non-Traditional Centers should experience an extensive training period in which they learn about all of the support services within Weber State and throughout the Ogden and Davis communities for women, non-traditional students, student parents and those seeking support of any kind.	The Dean of Students, Director of the Women's Center and the Coordinator of the Nontraditional Student Center will meet and develop a plan for providing a series of training sessions.	Summer 2011	May 2, 2012
<i>The Women's Center and the Nontraditional Student Center are providing a cross training to all staff to establish ways to collaborate more effectively in providing programs and services.</i>			
Building a thriving volunteer base can expand the capacity of the Center in its outreach and programming.	The Women's Center currently has five student volunteers with plans to expand for Fall 2011	Fall 2011	January 12, 2012
<i>A student volunteer luncheon will be held on January 12th. The luncheon invitation will be sent to all women who have indicated an interest in volunteering with programs and services.</i>			
The Women's Center should consider using the existing "Student Advisory Board" as a "Student Programming Board" and initiate major changes in creating a true "Advisory Board" consisting of faculty, staff, students and community stakeholders to advise, evaluate and advocate for the work of the Women's Center.	A Women's Center Advisory Board will be created, which will include: staff(4), faculty(2), students(2) and community (2) members. They will meet at the beginning of each new semester. The Advisory Board will serve to assist with programming/services ideas, evaluate the effectiveness of each and advocate for involvement from campus and community partners. The Student Programming Board will consist of students who work/volunteer in the office and recipients of the WC scholarships and they will meet every other week.	Fall 2011	Fall 2011
<i>The Student Advisory Board was changed to the Student Programming Board effective Fall Semester 2011. The Student Advisory Board has not been created. There needs to be clear roles, expectations and responsibilities of a Student Advisory Board before implementing the steps to create one.</i>			
We recommend that the Women's Center's student staffing be increased to provide consistency in the day-to-day operations of the Center and allow the Director to more fully address policy issues, teaching, external relations, fund raising and grant-writing opportunities.	The increase in paid student staffing would require an increase in student fees. A student Office Assistant has been hired. It is essential that the Director have more available time to address policy issues, teaching, external relations, and grant writing.	February 2011	February 2011

Two new positions have been created for Spring Semester 2012, as a result of funding through the Student Affairs 50/50 student employment program. The two positions are: A Single Mom Mentor and an Office Specialist for National Awareness Campaigns.

Ethics and Legal Responsibilities

RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
Ensure that all employees have thorough knowledge of ethical and legal expectations.	Ethics, confidentiality, university policies and legal restrictions are discussed at each Women's Center retreat A new Women's Center Policy and Procedure manual will be created and distributed by the end of Fall 2011	Fall 2011	ETC (estimated time of completion) January 2013
<i>The Social Work Practicum Student is working on creating a policy and procedure manual for the department as fulfillment of her administrative requirement for her academic course. To be completed by the end of Spring 2012. The policy and procedure manual was incomplete at the time the practicum student graduated in May 2012. The new practicum student for Fall 2012 will work towards completing the manual, as part of their administrative responsibility.</i>			
Develop a statement of ethics for how the Women's Center employees will conduct themselves and the work of the Center.	Ethics, dress codes, attendance reporting, absences will become a part of the staff/student policy and procedure manual. Research on the statement of ethics created by other Women's Centers will be completed.	Fall 2011	ETC (estimated time of completion) January 2013
<i>Ethics, dress codes, attendance reporting, absences, etc. will be a part of the policy and procedure manual. To be completed by the end of Spring 2012. . The policy and procedure manual was incomplete at the time the practicum student graduated in May 2012. The new practicum student for Fall 2012 will work towards completing the manual, as part of their administrative responsibility.</i>			
Encourage and confirm Clery Act reporting and Title IX and FERPA compliance.	All staff and student staff are required to meet FERPA compliance. Copies of the Clery Act and Title IX will become part of the new, revised staff and student staff policy and procedure manuals.	Fall 2011	Spring 2012
<i>Included within the policy and procedure manual. To be completed by the end of Spring 2012.</i>			
Include training for Women's Center staff regarding applicable responsibilities of the Women's Center to adhere to regulations.	Ethics, confidentiality, university policies and legal restrictions will be a part of the Women's Center Policy and Procedure Manual	Fall 2011	Ongoing
<i>Included within the policy and procedure manual. To be completed by the end of Spring 2012.</i>			
Ensure that there is no perception by participants or student staff that counseling is occurring within the Women's Center. Brief assessment and referral can be done by student staff with	During each intake, students are encouraged to utilize the campus Counseling Center for emotional/personal support. No clinical counseling is done within the Women's Center and clarification of such is given at	Ongoing	Ongoing

appropriate training.	each intake.		
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Equity and Access			
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RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
Assess the perception of the Women’s Center being a “white, straight Women’s Center” or a “center for single moms.” If findings support this perception, develop an action plan to address this.	Student Voice Evaluation was completed 12/10.		12/10/11

Ensure that Women’s Center staff members are knowledgeable of the different identity development processes of individual women and the complex intersection of ethnicity, gender and sexual orientation.	The Women’s Center staff is encouraged to take advantage of the “Let’s Talk” sessions sponsored by the Diversity Center in an effort to engage in deeper understanding of the complex intersection of race, class, ethnicity, gender and sexual orientation. Staff is encouraged to participate in the “Safe Zone” training, with the expectation that all individuals will receive equal treatment, respect and services. Supporting and advertising events for the Gay and Straight Alliance in newsletters, bulletins and flyers will become a standard practice.	Fall 2011	Ongoing
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New staff have not yet participated in the “Safe Zone” training. Advertising materials have not been received by the Gay and Straight Alliance to include in our newsletters and/or bulletins.

Diversity			
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Continue to assess the needs of students and the programs, services and support provided by the Women’s Center.	Ongoing assessment of all programs and services occurs mid-way through each semester and again at the Women’s Center retreats. The pros, cons and recommendations for each program are discussed and a decision is made as to whether or not each program will be implemented the following semester. At each intake students complete a Satisfaction Survey which assesses, in part: If there questions were answered, their needs were met, they received information that addressed their concerns, they feel more empowered to utilize campus departments and	Ongoing	Ongoing
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	resources. The summary of effectiveness will be written into the six column model.		
<i>Monthly assessment reports are sent to the Dean of Students.</i>			
Continue to align with partners in the Diversity and Unity Center and the Multicultural Center	The new Women's Advocate/Program Specialist will be the liaison between the Diversity Unity Center and the Multicultural Center.	April 2011	Ongoing
<i>Unfortunately, several programs have been created and/or initiated for Women via the Diversity Center and the Women's Center was not include in the collaboration or preparation of the event, i.e., the Clothesline Project (which has typically been a Women's Center program for several years), guest speaker on Women's Issues, etc.</i>			
Consider programs with men as the primary audience. If Centers do not partner with men, they cannot create change.	Currently the Women's Center is meeting with two separate groups of men to create and collaborate on programming which will include marketing to men and women. A member of the Weber State University football team is actively engaged in working with the Women's Center, to identify ways to bring domestic violence awareness and sexual assault awareness to men and women on Weber State University campus. Additionally, three men who are members of the "DiverCity" organization are working with the Women's Center to bring awareness of diversity issues to Weber State University. Outreach and collaboration with the Diversity Center has been extended and encouraged.	April 2011	Ongoing for 2011-2012
<i>The "DiverCity" organization has disbanded and no longer exists on campus. The Weber State University football member continues to work with the Women's Center and has helped with Domestic Violence Awareness Month and Sub-for-Santa. In fact, he and his mother, were responsible for anonymously funding Christmas for a single mother on campus.</i>			

Campus and External Relations

RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
<p>Promote community events related to women on the Women's Center website which can bring more visibility to what is happening in Ogden. Reciprocal advertising by these community agencies will draw more participants to Center events and programs.</p>	<p>The Women's Center is in the process of including all Spring Semester Events onto the Website. Relationships with Hill Air Force Base Family Support Center, Your Community Connection, Safe Harbor, Clearfield Family Advocacy Center, Layton Family Advocacy Center, Family Summit Foundation and Ogden/Weber Chamber of Commerce – Women in Business are just a few of the community partners that advocate for the programs and services offered by the Women's Center. These organizations regularly post events and projects sponsored by the Women's Center. Enhanced database tracking will include how students were referred to the Women's Center and by whom.</p>	<p>Summer 2011</p>	<p style="color: red;">Ongoing</p>
<p><i>A Community Connection luncheon was sponsored by the Women's Center on November 9, 2011 and 30 community agencies/organizations were invited to attend. Open dialogue about how to effectively collaborate and provide reciprocal referrals was discussed. Additionally, The Director of the Women's Center during Fall Semester 2011 has given workshop presentations to the Clearfield Family Advocacy Center, the Layton Family Advocacy Center and Your Community Connection. A presentation for single mothers will be given for the Federation of Women at Hill Air Force Base on March 20, 2012.</i></p>			
<p>Invite two or three members of the community to join the Advisory Board to assist with public relations, draw upon community perspectives, and enhance fund raising. Examine what it might mean to be a feminist organization with a social justice and activist perspective.</p>	<p>Efforts are underway to determine which community members would best meet the needs of the Women's Center by serving on the Advisory Board. Once the staffing issues are resolved with the Women's Center, new by-laws, goals and objectives will be created for the Board.</p>	<p>Summer 2011</p>	<p style="color: red;">Not completed</p>
<p><i>The Women's Center has identified the following agencies as potential Advisory Board Members</i></p>			
<p>Nurture the Center's relationship with the Non-Trad Center, Multicultural Center, Diversity and Unity Center, Counseling and Psychological Services Office and build a strong partnership with Women's Studies and other academic departments.</p>	<p>Nontraditional Student Center – Collaborate with the Center in cosponsoring the "Sex Trafficking" event during Sexual Assault Awareness Month Diversity and Unity Center – Cosponsor and event specific to issues related to women Women's Studies: Currently serve on two committees within Women's Studies and serve on the UWEP committee for the state of Utah. Collaborating on Women's History Month activities – March 2011 Social Work Dept.: Provide practicum/internships for students within this dept. A faculty member serves on our Student Advisory Board. Allied Health: Working with the GEM (Girls Entering Medicine)</p>	<p>Nontrad Center – Spring 2011 Diversity and Unity – Center –fall 2011 Women's Studies – March 2011 Social Work Dept. – Spring 2011 – Fall 2011 Allied Health – Fall 2011 Counseling and</p>	<p style="color: red;">Nontrad Center – April 2011 Social Work – One social work practicum student will complete her field placement in the Women's Center and graduate May 2011.</p>

	<p>Program, by provide scholarship opportunities for students to attend their conference.</p> <p>Counseling and Psychological Services: Ongoing referrals are made on a regular basis for students to access services and support systems.</p>	<p>Psychological Services - ongoing</p>	<p>Women's Studies –Collaborating on Women's History Month 2012 Diversity and Unity - TBA</p>
<p>May 2012 the Nontraditional Student Center and the Women's Center had a collaborative staff meeting to identify future programs and services. Professional and student staff worked in identifying areas that would enhance student recruitment and retention.</p>			
<p>Outreach to graduate women and networking opportunities for women across disciplines should be supported by the Women's Center.</p>	<p>As a starting point, collaboration with the Goddard School of Business to support the Ogden/Weber Women in Business Women's Empowerment Conference, which is cosponsored by the Women's Center will help undergraduate and graduate students to become with the Ogden-Weber Chamber of Commerce Women in Business who will serve as mentors.</p>	<p>October 2011</p>	<p>October 2011 – The Women's Center offered sponsorships, for attendance of women pursuing a degree in business, to attend the Women's Empowerment Conference.</p>
<p>Scholarships will be offered each year for students interested in attending the Women's Empowerment Conference. A maximum of 20 scholarships for registration fees will be provided.</p>			
<p>Networking with Women's Centers across the country is an important step toward learning and growing.</p>	<p>The Director of the Women's Center is completing research on the programs and services of the peer institutions with Women's Center. Focus will be placed on the Women's Center that can provide the most effective learning opportunities and the Director will make a site visit to glean new ideas and resources to improve services at Weber State University. See attached document.</p>	<p>November 2011</p>	<p>November 2011 and ongoing The Director completed site visits in August 2011 to Iowa State University and Minnesota State University-Mankato.</p>
<h2>Financial Resources</h2>			
<p>The participation of students in the budgeting process provides an important life skill and gives direct evidence of the benefit of the Center to students.</p>	<p>Students are provided with the dollar amount which is allocated for the program/event for which they have responsibility, with an understanding that they are to stay within the budget and are accountable for all expenditures. The students will submit a budget proposal and keep track of the cost of all items related to the program within their responsibility. Additionally, they will</p>	<p>February 2011 – Veteran's Appreciation Luncheon</p> <p>March 2011 – WOW Awards Luncheon</p>	<p>Feb. 2011 Veteran's Lunch #: Cost: March 2011 WOW Luncheon</p>

	keep track of the number of students, staff and/or faculty attending each event.		#: Cost:
Examine current budget allocations for their alignment with expectations for the Center's operating, programs, and events	Examination of the current and upcoming budget allocations for the Women's Center is completed each December prior to the Student Fee Allocation meetings. All potential budgetary considerations for operating, programs and events are reviewed and justified for the Student Fee budget and the E and G budget. Assessment of the budget balance and the expenditures of each semester is discussed at all staff retreats. Jeff will provide guidance to ensure that expenditures align with the mission of the Women's Center.	January 2011	January 2011
A revised budget was created with the assistance of Brett Perozzi, Assoc. Vice President of Student Affairs, to ensure that adequate funds are available for programming.			
Develop and implement a grant writing plan.	Due to the limited staffing there is no time to engage in grant writing.	Unknown	Unknown
At this time there are no plans to write for grant funding.			
Recruit graduate students for grant-writing internship/practicum experiences.	If funds can be secured through student fees to provide a stipend to graduate students, then recruitment efforts can begin for a grant writer.	Unknown	Not completed
At this time there are no plans to write for grant funding.			
Develop a database of potential financial supporters and nurture relationships with them.	The Development Office works closely with potential financial supporters to the University and to the Women's Center. In the event that the Women's Center becomes aware of a potential financial supporter, the name and contact information is provided to the Development Office.	Ongoing	Ongoing
One of the major donors for scholarships for single parents passed away during 2011. The donor's spouse requested to withdraw funding support. After several phone conversations with the spouse, the funding was not only retained, but the donor's spouse actively pursued additional donors for the scholarship. During October 2011, the Women's Center was able to secure a plot of ground to create a Jane Breen Holmes Scholarship Daffodil garden in honor of the donor. Additionally, the donor's spouse is focusing on creating a lifelong scholarship by establishing the Women's Center at WSU as the beneficiary of his IRA account.			
Including someone from the student fee committee in strategic planning would guarantee support for any budget increases in the future and allow for additional student participation in decision-making.	Since we don't know the composition of the SFRC until November and the committee is dissolved in January, this recommendation isn't feasible.	NA	NA
Facilities, Technology and Equipment			
RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
Conduct an environmental audit of the space that is used by participants at the Women's Center. Ensure that the space is accessible and identifiable as friendly to multicultural, queer, non-traditional students as well as	An environmental survey can be included in the intake packet as students come into the Center. Additionally, an environmental survey will be created to be available to any student who comes to the Center.	Fall 2011	ETC . Summer Retreat 2012

students with disabilities.			
This has not been completed and will be added to the Summer 2012 retreat agenda for future discussion.			
Conduct a review of all Center web-based materials and establish links to the Women's Center on other campus websites (and likewise, offer to link other campus partners on the Women's Center website).	This is a large and important project and could be assigned to practicum/intern students, when students are available.	Spring 2012	*See Notes in Blue
Effective Fall 2012 the Women's Center will have 6 students working within the Women's Center. A member of the new student staff will be assigned this new responsibility, with the projected completion date of Spring 2013.			
Make the Center's website interactive to reach the regional campuses/distance learners and answer questions for those who may not visit the Women's Center's physical space.	This is a large and important project and could be assigned to practicum/intern students, when students are available. Consultation with staff hired to assist with new website design will initiated for appropriate content.	Spring 2012	*See Notes in Blue
Effective Fall 2012 the Women's Center will have 6 students working within the Women's Center. A member of the new student staff will be assigned this new responsibility, with the projected completion date of Spring 2013.			
Ensure that computers and software do not become dated and keep this in the long-range plan for the Women's Center.	Two new computers will be ordered. The cycle for computer replacement is every three years.	Spring 2011	February 2011
Explore options that will attract students like Facebook, Twitter, blogs and YouTube.	The Women's Center currently has an active Facebook page. New Women's Center staff member will explore how to expand technology.	Current	
The Women's Center currently has an active Facebook account.			
Utilize staff development workshops offered by Student Affairs Technology to provide training for staff and students in regards to online development.			Not completed
Assessment and Evaluation			
RECOMMENDATIONS	PLAN OF ACTION	TARGET DATE	COMPLETED
Provide the WSU community access to assessment project findings and ensure that quality and impact of service are widely known and available.	The decision as to making the findings of the assessment available to the WSU Community is left up to the Dean of Students and the V.P. of Student Affairs. There is discussion as to putting a link to the assessment results on the Women's Center website.	Administrative Decision	Results are shared on the Student Affairs Assessment Website.

Continue to assess programs, services, staff and outcomes and consider using the CAS Self-Assessment Guide for WSPS as a framework.	The CAS Self-Assessment Guide for WSPS will be added to the Women's Center Policy and Procedure manual and will be utilized, when establishing new goals and objectives.	Spring 2012	
The 2011-2012 Social Work Practicum Student will add the CAS Self-Assessment Guide for WSPS to the Women's Center Policy and Procedure Manual by the end of Spring 2012. CAS Standards are added to the Policy and Procedure Manual; however, the manual is still in the process of completion.			
Conduct a comparative analysis of Weber State's Women's Center with peer institutions and with other institutions of similar size and scope to Weber State University (see list of Centers provided by reviewers).	Based on the list of Women's Center that was provided by the reviewers, a comparative analysis has been completed. See attached.	November 2010	November 2010
See attached.			
Revise Program Evaluation forms by adding two questions that ask, "What one or two new things did you learn from this program?" and "How did you find out about this program?"	Revision of the Program Evaluation form is currently being revised.	February 2011	March 2011
New evaluation form attached.			
Learning outcomes should not only be assessed on a regular basis, but members of the staff should be able to talk clearly and decisively on the mission of the Center, what they have learned from working at the Center and what participants can anticipate if they seek out the programs and services of the Center.	The six column model addresses the issues of learning outcomes and it is reviewed on a regular basis, by the staff of the Women's Center, in an effort to actively engage in completing the action described within the report. Identification of the top two ideas and ways to create new initiatives will be established during staff retreats.	Summer 2011	December 2012
The staff at the Women's Center should keep track of success stories.	Stories can be collected during the 2011-2012 academic year in preparation for Women's History Month 2012.	March 2012	March 2012
Stories will be collected during Women's History Month 2012, in preparation for Women's History Month 2013. Brief statements by students were collected during March 2012. Students answered the question: "How do you want to be remembered in Herstory." Statements have been saved and will be added to the Website for Women's History Month 2013.			
Develop a response to the External Reviewer Report that incorporates an action matrix with visible, measurable outcomes. Provide community access to the Program Review Report, the Women's Center's Response to the Report and the action plan matrix	Community access to the Program Review Report is a decision that would need to be made by the Dean of Students and the V.P. of Student Affairs. In relationship to the action matrix, this report is an indication of what will occur as result of the recommendation, when an action is to be taken and when the action is completed.	November 2010	November 2010

Weber State University
Women's Center
Program Review Updates – April 2012

Recommendations and Plan of Action Report

October 2010 Weber State University
Women's Center
Program Review Updates April 2012

Institutions	Programs	Services	Website
<p><u>Boise State University</u> 1910 University Dr. E2406 Boise, ID 83725-1335 Phone: 208-426-4259 Director: Jess Caldwell-O'Keefe Staff: Violence Awareness & Response Coordinator, Program Coordinator, Program Assistant, Office Assistant, Social Work Intern, Administrative Assistant II</p>	<p>HERS West Bra Project Got Consent? Campaign Returning women discussion groups and Mentoring Newsletter</p>	<p>Academic Advising Scholarships Educational outreach Support Service: Consultation Referral Resources Sexual violence awareness Volunteer Campus advocate Self rescue manual Bystandard intervention awareness Stalking awareness</p>	<p>http://womenscenter.boisestate.edu</p>
<p><u>California State University, Dominguez Hills</u> Address: 1000 E. Victoria Street Carson, CA 90747 Phone: (310) 243-2486 Director: Dr. Ivonne Heinze Balcazar</p>	<p>Film series Open mic Love your body day Awareness weeks Discussion groups</p>	<p>Support services referrals workshops academic programming</p>	
<p><u>Indiana University/Purdue University-Fort Wayne</u> 2101 E. Coliseum Blvd. Fort Wayne, IN 46805-1499 Phone: 1-866-597-0010 Director: Julie Creek</p>	<p>Students with Families dinners</p>	<p>Child Care Scholarships and financial aid Referrals Orientations Newsletter Academic support</p>	<p>http://www.ipfw.edu/cwra/</p>
<p><u>University of North Florida</u> Founders Hall (Building 2) Suite 2100 1 UNF Drive Jacksonville, FL 32224 Phone: 904-620-2528 Director: Sheila Spivey Staff: Victim Advocate, Office Manager</p>	<p>Rape awareness educational Interfaith Round table Friday lounge V-day UNF Eating disorder blog</p>	<p>24 Hour Crisis hotline Rape awareness Newsletter Volunteer Victim Advocacy Program</p>	<p>http://www.unf.edu/dept/womens-center/</p>
<p><u>University of Wisconsin-Whitewater</u> 800 West Main Street Whitewater, WI 53190 Phone: (262) 472-2786 Director: Staff:</p>	<p>Leadership development Career development</p>	<p>Leadership assistance Counseling Library Career development Lounge</p>	<p>http://www.uww.edu/involve/wic/centers/women.php</p>

<p>Western Carolina University Cullowhee. NC 28723 Phone: 828-227-2627 Director: Jane Dunford Staff: Education and Outreach Assistant, Social Work Intern, Education and Outreach Coordinator Graduate,</p>	<p>Women’s center publication Awareness months Campaigns Open house Lectures workshops</p>	<p>Sexual assault awareness Multi cultural awareness gender equity awareness assistance/ referral with personal crises Volunteer Scholarships</p>	<p>http://www.uww.edu/involve/wic/centers/women.php</p>
<p>Western Washington University 516 High Street Bellingham, WA 98225 Phone:(360) 650-6114 Women’s Center Coordinator: Elizabeth Lamb Staff: Assistant Coordinator, Program Support Staff</p>	<p>Plays</p>	<p>Resource center Referrals for victims of sexual assault and domestic violence</p>	<p>http://women.as.wwu.edu/</p>
<p>Youngstown State University One University Plaza • Youngstown, Ohio 44555 Phone: (330) 742-2311</p>	<p>Lectures Films Awareness weeks</p>	<p>Resource center Refferal Services support groups Advocacy/Referral Resource center</p>	<p>http://www.yzu.edu/womenscenter/index.htm</p>
<p>St. Cloud State University 720 4th Avenue South - St. Cloud, Minnesota 56301-4498 Phone: (320) 308-4958 Director: Jane Olsen Staff:</p>	<p>Women on Wednesday podcast Lectures</p>	<p>educational programming Baby Café Advocacy Resource Library Gender violence Resource office Scholarships Student activism</p>	<p>http://www.stcloudstate.edu/womenscenter/</p>

<p>Iowa State University MSWC Main Office, 205 Sloss House, Ames, Iowa 50011 Phone: (515) 294-4154 Director: Penny Rice Staff: Assistant Director, Advisory Board</p>	<p>Advisory Board Sexual Assault Task Force “Secret Agents” Women’s center @ the tearoom</p>	<p>Assault Care Center Sexual Assault Support Scholarships MSWC Listserv Advocacy and support</p>	<p>http://www.dso.iastate.edu/wc</p>
<p>Portland State University WRC PO Box 751 Portland, OR 97207 Phone: 503-725-5672 Coordinator: Bridge Gorrow</p>	<p>Empowerment Project Leadership in Action Interpersonal violence Red Flag campaign Stitch-n-bitch Facebook</p>	<p>24 Hour Crisis Hot line Library Lounge Health and Sex Awareness Sexual assault awareness Domestic violence awareness</p>	<p>http://www.pdx.edu/wrc/</p>

<p>Staff: Coordinator, Assistant Coordinator, Interpersonal Violence Advocate, Volunteer Coordinator, Events Coordinator</p>	<p>Twitter Blog Her-Story</p>	<p>Volunteer Advisory Board Scholarship</p>	
<p>University of Wisconsin – Milwaukee UW-Milwaukee women’s Resource Center Union WG93 PO Box 413 Milwaukee, WI 53201 Phone: 414-229-2852 Director: Staff:</p>	<p>Social and Educational programs Self Defense class Professional Development Finance Advisement lecture workshops</p>	<p>Support and advocacy Library Informational and referral Internship Scholarships Volunteer Sexual assault awareness Support groups Stalking awareness</p>	<p>www4.uwm.edu/wrc/</p>
<p>Bowling Green State University Bowling Green State University 108 Hanna Hall Bowling Green, OH 43402 Phone: 419-372-7227 Director: Mary Krueger Staff: Practicum Student, Project coordinator, Office Manager, Graduate Assistant</p>	<p>Professional development workshop Brown Bag Women’s research network Feminist organizations Conferences</p>	<p>Support/advocacy Volunteer Parenting/childcare Scholarships/fellowships Economic development Divorce Advisement Education Advisement Health/sexual assault awareness Reproductive Rights Stalking E-Journals, Journals, Magazines</p>	<p>http://www.bgsu.edu/offices/women/</p>
<p>Miami University-Oxford, OH 501 East High Street Oxford, Ohio 45056 Phone: 513.529.1809 Director: Staff: staff member</p>	<p>Clothes line Project Women’s Leadership celebration Women of color Celebration LUNAFEST Women’s read-In WAVES (women against violence and sexual assault) MARS (Men Against Rape and Sexual Assault) AWS (Association for Women Students) Clothesline Project</p>	<p>Sexual Assault Awareness Volunteer Victim advocate Counseling and Emotional Support Legal, Judicial and Administrative Assistance</p>	<p>http://www.units.muohio.edu/womenscenter/</p>
<p>University of Oregon EMU, Suite 3 (across from the Craft Center) Phone: 541.346.4095 Director: Brandy Ota Staff: Office Coordinator, Sexual Violence Prevention and Education Director, Sexual</p>	<p>Red Zone campaign Sexual Wellness Advocacy Team (SWAT) Women take Tea</p>	<p>Domestic violence awareness Crisis Referral Reimbursements/event support Support Groups</p>	<p>http://pages.uoregon.edu/women/</p>

<p>Violence Prevention and Education GTF, Volunteer coordinator, Volunteer AmeriCorps, Events Coordinator, Nontraditional Student Advocate, Public Relations, LGBTQQI Issues Co-Coordinator, Siren Editor and Chief, Siren AmeriCorps, Diversity Team, SVP & Ed coordinator, Visual Coordinator, Global Femanish Coordinator, Office Assistants</p>		<p>Library/ Lounge Counseling Body Image awanress Sexual assault support Crisis Line Newspaper</p>	
<p>Oregon State University Benton Annex, Oregon State University, Corvallis, OR 97331-2503 Phone: 541-737-3186 Director: Beth Rietveld Staff: <i>Volunteer and Recognition Coordinator, Office Assistant, Sister Scholars and Women's Leadership Initiative Program Coordinator, Outreach and Activism Coordinator, Program Coordinator, President's Commission on the Status of Women Coordinator, Marketing Coordinator, Administrative Assistant and Graduate Women's Network Coordinator, Publications Coordinator and Graduate Women's, Web Coordinator, Program Coordinator, Graduate Teaching Assistant</i></p>	<p>DIY Series: Changing your own oil</p>	<p>Volunteer Child Care Intercultural support Scholarships Sexual Orientation Health Services Community support Women's Herstory and Education Violence Awareness Library</p>	<p>http://oregonstate.edu/womenscente/</p>
<p>Virginia Tech Virginia Tech 206 Washington Street (0270) Blacksburg, VA 24061 Phone: (540) 231-7806 Director: Sharbari Dey Staff: Program Coordinator, Co-Director, Programming, Special Projects Coordinator, Co-Director, Services, <i>Office Manager</i>, Victim Services Outreach Coordinator, <i>Victim Advocate</i></p>	<p>Women and Wellness Project Kids night out Women's Leadership & Mentoring Program (WLMP) Girlfriends and Gardens Writing work group</p>	<p>Counseling/Advocacy Educational Programming Violence awareness Education services Volunteer Counseling/advocacy Support groups Crisis intervention 24 Hr Crisis Hot Line Newsletter</p>	<p>http://www.womenscenter.vt.edu/</p>

<p>University of Connecticut 2110 Hillside Road, Unit 3118 Storrs, CT 06269-3118 Phone: (860) 486-4738 Director: Kathleen Holgerson Staff: Program Coordinator, Associate Director, Administrative Assistant</p>	<p>Herstory Workshops Advisory Board The Wage project 10 Vday Lectures</p>	<p>Volunteer Dating violence awareness Sexual harassment/assault awareness Library Support groups Work-study</p>	<p>http://www.womenscenter.uconn.edu/</p>
<p>University of Virginia P.O. Box 800588 University of Virginia Charlottesville, VA 22908-0588 Phone: 434-982-2361 Director: Sharon Davie Staff: Associate Director, Director of Sexual & Domestic Violence Services, Director of Counseling, Director of Diversity & Advocacy and YWLP Programs, Marketing Communications, Fiscal Specialist, Executive Assistant</p>	<p>Diversity/Advocacy Program Young women Leaders Lectures Body Positive Men's leadership Project</p>	<p>Domestic violence awareness Facebook Newsletter and Magazine Counseling Legal Clinic Marketing and Communications Support Groups Internships</p>	<p>http://womenscenter.virginia.edu/</p>
<p>UC-Davis One Shields Ave. Davis, CA 95616 Phone: 530.752.3372</p>	<p>Educational programs Graduate women Peer Educational program WISE, Women of Science and Engineer Women's art Gallery</p>	<p>Newsletter Library Advice/referral Counseling Academic advisements Work/career advisement Internships Childcare Safety/risk education Sexual Harassment/stalking awareness Advocacy Substance abuse awareness Attorney and legal aid Support groups</p>	<p>http://wrrc.ucdavis.edu/</p>

<p>University of North Carolina 215 W. Cameron Ave., Chapel Hill NC UNC CB#3302 27599 Phone: 919 - 962 - 8305 Director: Donna M. Bickford Staff: Associate Director, Office Manager, Program Coordinator, Media Coordinator, Office Assistant, Volunteer Coordinator</p>	<p>Project SAFE HAVEN Program Brown Bag film series Cookies at the Carriage House Sex trafficking conference</p>	<p>Volunteer Online Library Domestic violence awareness</p>	<p>http://womenscenter.unc.edu/</p>
<p>North Carolina State 3120 Talley Student Center, Campus Box 7306 Raleigh, NC 27695-7306 Phone: 919-515-2012 Director: Shannon L. Johnson Staff: Assistant Director, a Rape Prevention Education Coordinator, and an Office Manager</p>	<p>Leadership Program Women in Leadership Development Chocolate Festival Hoops for Hope Let's Knit LGBTQ coffee talks</p>	<p>Library Support services Hotline Accompaniment to community services Relationship violence awareness Self Image awareness Sexual violence awareness</p>	<p>http://www.ncsu.edu/womens_cetner/</p>
<p>University of Illinois 601 E. John St, Champaign, IL 61820 Phone: (217) 333.1300 Director: Pat Morey Staff: Program Coordinator, Coordinator of Sexual Assault Education, Secretary, Volunteer Coordinator, FYCARE Workshop Coordinator,</p>	<p>Silent rally against Rape Career/leadership workshop Lunch time Discussions Rape Aggression Defense class Dinner Dialogues Knit Happens Open Mic Night Dish it up program Clothes line Project</p>	<p>Domestic Violence Awareness Blog Facebook Twitter Internship Scholarships</p>	<p>Studentaffairs.illinois.edu/diversity/women/index.html</p>
<p>U Mass-Dartmouth 285 Old Westport Road • North Dartmouth, MA 02747-2300 Phone: 508.910.4584 Director: Juli L. Parker</p>		<p>Professional development Drug and alcohol awareness Parent and Family relations</p>	<p>http://www.umassd.edu/studentaffairs/departments/womensresourcecenter/</p>

<p>Georgia Tech Atlanta, Georgia 30332 Phone: 404-385-0230 Director: Colleen (Pettersen) Riggle Staff: Co-Director, Office Assistant</p>	<p>Leadership Conference Awareness months Student committee Women in the wilderness Take daughter to work day Graduate women dinner groups</p>	<p>Twitter Facebook Newsletter Podcast Body image awareness Sexual assault information Nursing mom station Child care Pre-pro natal exercise program Counseling Sexual assault awareness Stalking awareness Domestic violence awareness Birth control awareness Escort services Divorce support</p>	<p>http://www.womenscenter.gatech.edu/</p>
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