Westmont College’s recently developed Institutional Goals includes “Active Societal and Intellectual Engagement,” out of which three specific areas have been determined to impact Student Life programming: Civic Engagement, Leadership Development, and Vocational Formation. In the process of determining key outcomes for each area, it became clear that there are what might be called “overarching” outcomes that apply to all of the three categories. Those are:

- **Self awareness**: self knowledge, realistic self-appraisal, and the ability to articulate that to others.
- **Stewardship**: Of self and resources, following God’s call in Kingdom work and values.
- **Intercultural Competency**: An embrace and understanding diversity in all its manifestations.
- **Communication Skills**: Facility in both written and verbal communication
- **Synthesis**: Creating something new by putting parts of different ideas together to make a whole

**Vocational Formation** can be defined as: Helping students (1) better understand who God has made them to be, (2) discover the opportunities in our world to live out their uniqueness, (3) discern the variety of ways those two dimensions can come together through meaningful career and life choices. It is a “high touch” process, with a great deal of individualized attention, including personal career counseling; it is a highly collaborative process (involving faculty, Student Life staff, the Internship Program, etc.), and it is focused on “teachable moments:” those times in the life of a student (internships, ministry work, employment searches, senior seminars and capstone courses, etc) when they are ready and willing to receive assistance, information and direction. As students naturally seek God’s will for their life, our focus is both on the practical issues of career choices and transition, but also on who they are becoming and the values they will take with them as they leave Westmont. Because there is no more potent teacher than experience, we assume the importance of all students gaining significant work-related experiences before they graduate.

**Outcomes**

- **Decision Making**: Based on self-knowledge (competencies, interests, values, skills, strengths, personal characteristics), make informed and wise life decisions.
- **Focus**: With the foundation of a biblical view of God’s will, develop a sense of passion and calling(s).
- **Knowledge**: Through experiential learning (student activities, ministry, community service, internships, volunteering, research, etc.), gain a knowledge of the world of work and a student’s potential place within it
- **Connections**: Create links with alumni, professional organizations, employers and others who will help them develop their interests and competencies.

**Potential Interventions**

- A required experiential learning activity for every student, which will involve all of the learning outcomes listed above.
- A required E-Portfolio program that will document each student’s learning outcomes in curricular and extra-curricular activities.
- A campus-wide interview/application protocol for all student employment on campus that will require job search training, resume preparation, and interviews.
**Leadership Development** at Westmont involves: Empowering and teaching students to live with integrity, collaborate effectively and identify and communicate a worthwhile vision that encourages others to act. Westmont graduates frequently find themselves in positions of leadership. Students’ knowledge of how to set and inspire goals, to understand and motivate others in a global environment and to ethically bring projects to completion will set them apart in their work. Leadership development may take place through the following: holding a leadership position on campus; participating in leadership trainings and programs; learning through relevant course material and observing or relating to leadership mentors on campus.

Outcomes
- **Vision**: Identifying and communicating a worthwhile vision that encourages commitment and action in others
- **Integrity**: Living intentionally in a way that mirrors their deeply held values and beliefs
- **Servanthood**: Looking out for the well-being of others and helping those in need by putting others first
- **Collaboration**: Working well with others, facilitating team formation and engaging in productive conflict resolution.

Potential Interventions
- Required leadership class for all students who wish to apply for a student life leadership position on campus.
- Leadership certificate program that would link to experiential learning and E-portfolios.

**Civic Engagement** is: Encouraging students in working for the public good, by developing the experience, knowledge, skills, Christian values and motivation to take action in their communities and the world. Westmont students who are civically engaged are learning to make a difference in community life by developing the awareness, skills, Christian values, and motivation necessary to make positive change happen. Civic engagement may take place through Westmont Student Ministries, residence life programs, the Office of Internships & Practica, or through participation in campus-wide events such as Westmont's "Day of Caring." Civic engagement entails a process of acquiring knowledge, processing information, taking individual responsibility, and then acting on the basis of these personal resources.

Outcomes
- **Commitment**: Develop a disposition of responsibility toward the communities in which students live and work, identifying ways of using talents, interests, and motivations to address identified civic needs
- **Integration**: Have the ability to integrate faith and service.
- **Knowledge**: Acquire and generate knowledge of relevant public issues affecting local and global communities.
- **Participation**: Involvement in at least one significant service activity during a student’s time at Westmont.

Potential Interventions
- Develop a “community tour” during student orientation where students will be introduced to the Santa Barbara community, including its social needs and issues.
- Re-structure Ocean View (or part of a residence hall) to be a service learning community, integrating academics, vocation, faith, and civic engagement.
- Develop a service learning program at Westmont, with administrative and academic support.