

Strategic Plan – Initiative Work Plan FY2014

Initiative Name: Coordinate and Elevate Leadership Studies for Students Date July 25, 2013-Revised

Goal #2 Goal Chair(s) Drs. Powers and Tillery

Initiative # 3A Initiative Chair(s) Nolan Davis

Thesis Statement:

In alliance with the mission of the University, our leadership development initiatives inspire and support student leaders who strive for personal growth in order to edify others and benefit our community.

1. Introduction/Background – What?

Indiana State University Leadership Development creates a supportive environment where all members of our community are actively engaged in personal growth to become productive, effective leaders in their roles at ISU and beyond.

It has been stated that “leadership is a relational and ethical process of people together attempting to accomplish positive change. Through collaboration with others, one can make a difference from any place within a group or organization, whether as the titled leader or as an active member” (Komives, Lucas, & McMahon, 2007).

Leadership Development provides a comprehensive set of formal and informal opportunities and support in the form of instruction, training, mentoring and experiential learning.

We seek to create reflective, authentic leaders who model and support values of engaged social responsibility, collaboration, an active commitment to diversity, mutual respect for individuality, and a dedication to building a connected community.

2. Proposal/Purpose/Justification-Why?

The goals of this project are to:

- Provide a series of leadership development programs for students to engage in meaningful growth opportunities.
- Provide a comprehensive leadership retreat for international students, African-American students, first-year students, and students not previously involved in significant campus leadership/organization roles.
- Include community service, philanthropy, peer education, and experiential learning as integral components.
- Use partnerships to increase the number and scope of students receiving leadership development experiences.
- Create opportunities for students to develop and implement legitimate, leadership development experiences of their own choosing.

The reason why this project is important is because Indiana State University students need to gain the leadership skills that will help them in the future. According to *The Chronicle of Higher Education*, “Students will need the skills, knowledge, and qualities that leadership programs cultivate: self-reliance, social and cultural capital, appreciation for lifelong learning, creativity, conflict-resolution and team building skills, ethics and understanding of economics” (Greenwald, 2010).

This request focuses in part on building greater leadership development skills for first year students involved in the Sycamore Leadership Coalition, Black Student Org Retreat, an International student Org Retreat and offering students the availability to attend conferences and workshops off campus. However, the core of the request focuses on the development of new leadership programming. Along with existing programming, the overall plan is to incorporate three individual leadership retreats for specific needs of students in particular organizations.

“Graduates of the university who have participated in leadership development opportunities may not be crowned leaders as soon as they get their diplomas, but ideally they will have the skills to lead tomorrow’s generation and to thrive in the new economy” (Greenwald, 2010).

3. Discussion of Past Years Results-Benchmark Successes

This is a request for FY14 funding which will provide for the development and implementation of a new leadership development initiative. Programs developed have not been offered previously. Benchmark data will be available at the conclusion of each program.

4. Work Plan, Next Fiscal Year-Action Steps-Process-How?

This project will be achieved through the following action steps:

July	Funding Approval
July & August	Comprehensive Program Development
August	Space Reservations
August	Marketing of Leadership Programs
September	Student registration for programs
December	Leadership Development/Student Affairs Impact Report (assessment)
May	Leadership Development/Student Affairs Impact Report (assessment)

5. Reporting and Deliverable Schedule-When?

October	ISU Leadership Conference
October	Black Student Org Retreat
September	International Student Org Retreat
September	Sycamore Leadership Coalition Membership Selection
Fall & Spring	Sycamore Leadership Coalition leadership programming sessions
September	True Colors
October	Student Leadership Challenge
November	Social Change Model of Leadership
January	Event Planning and Management

February	Communication and Marketing
March	Collaboration and Networking
April	Human Resources: recruitment, retention, transition

6. Budget-How Much, a General Discussion of Funds Use?

The total request for the budget period through June 30, 2014:

\$20,000

The funding distribution:

Sycamore Leadership Coalition& first-year student leadership series	\$7000
ISU Leadership Conference (all ISU Students)	\$6000
Black Student Org Retreat	\$3500
International Student Org Retreat	\$3500

7. Stakeholders and Management Plan-Who?

The person(s) with overall responsibility for the project is/are:

Nolan Davis (Coordination)

The person responsible for specific elements of the project are:

Brooks Moore (curriculum development)& Monique Parks-Allen (implementation, advising, facilitator)

8. Outcome Assessment & Future Testing

(How will we know that we were successful?)

With emerging leaders we will increase the number of students attending leadership workshops, training sessions, retreats and conferences. Card swipes will be used to maintain student attendance at these sponsored programs.

9. Line Item Budget Discussion that tracks Budget Templates

Leadership development helps to create authentic leaders who model and support values of the University. The funding will be the first increase in the small budget used for many years. This funding will allow student organization members to be more active in obtaining leadership skills that can be used towards the process of lifelong learning.

The establishment of the International Student Org Retreat is necessitated by the rapid growth in the last five years of international students on our campus. Currently we have students who are not necessarily reached by existing leadership programming. Students are in need of some new specialized programs and services to build a base of relationships before branching out to new experiences.

The funding for the new and expanded programs will complement existing leadership programs; they provide a comprehensive set of programming reaching all parts of the student body.

Major Programs	Target Audience	Target Size
Sycamore Leadership Coalition	Freshman	30
First Year Student Leadership Programs	First Year Students	250
ISU Leadership Conference (all ISU Students)	All undergraduates	200
Black Student Org Retreat	AA student org pop	50
International Student Org Retreat	International org pop	50
Annual Series of Leadership Development Workshops (all ISU Students)	7 workshops	

We will track 991 numbers at each program offered.