

Strategic Plan – Initiative Work Plan FY2015

Initiative Name Coordinate and Elevate Leadership Studies for Students

Date May 15, 2014

Goal # 2

Goal Chair(s)

Carmen Tillery and Josh Powers

Initiative # 3

Initiative Chair(s) Brooks Moore

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, fraternity and sorority members, student organization leaders, 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).

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This request focuses in part on building greater leadership development skills via a comprehensive leadership retreat for first year students involved in the Sycamore Leadership Coalition and Residential Life Leaf Communities, Black Student Organization Retreat, International Student Organization Retreat, Fraternity and Sorority Life leadership retreat, student organization/ISU TreeHouse leadership retreat for officers and committee chairpersons, and offering students the opportunity to attend conferences and workshops off campus. However, the core of the request focuses on the continuation of a series of in-depth, curriculum based retreats. Along with existing programming, the overall plan is to incorporate five 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?**

- **B.L.U.E. Workshop Series (Building Leadership Up for Everyone):**

Leadership seminars for student organization officers and committee chairpersons. Content was based on developing the critical skills necessary for organization management and effective skill set development for the functional roles that student leaders provide their student organizations.

- Setting Goals and How to Achieve Them September 18th
- Running an Effective Meeting October 9th
- Project and Program Effectiveness October 23rd
- Effective Communication Skills October 30th
- Consulting & Coaching November 11th

- **Leadership Retreats**

- ***International Student Organization Retreat September 13 – 14 45 attendees**

Content included: Strengths Quest curriculum, ISU Treehouse, Collaboration, Building Relations, Planning and Effective Event, Room Reservations, Food and Finances. Students then traveled to the ISU Field Campus in Brazil, Indiana for an overnight stay. At the ISU Field Campus students participated in team building activities.

- ***Grow Your Roots Leadership Conference October 20 20 attendees**

Students were given applied leadership training for their organizations. Each organization member had a track to follow. Keynote speaker was Dr. Will Keim. The tracks included:

President/Vice President:

- Helping members understand your organization’s purpose
- Ethical/values based decision making and When and how to delegate
- Setting realistic goals for your organization

Social Committee Chair

- Picking fun and appropriate themes
- Collaboration & networking with other organizations
- Maintaining a social calendar

Membership

- Recruitment & retention
- Dealing with conflict
- Diversity training

Public Relations

- Marketing yourself
- Marketing your organization using social media/ ISU Treehouse
- Standing room only
- Student organization budgeting and other resources

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- Event planning on a budget
- Student orgs impacting campus and building the sycamore experience

Emerging Leaders/ New Members

- Who's Who in the Zoo
- Community team-building
- What it means to be a member of a student organization and the importance of joining executive boards/committee chairs

***Black Student Organization Retreat November 15 – 16 40 attendees**

Students practiced relationship building, organization development, and interpersonal development for the African American community. Students learned about organization structure and individual/member roles within their organization, participated in group bonding sessions, learned how to run an effective meeting, servant leadership and recruitment and development.

***First Year Student Organization Retreat February 28 – March 1 20 attendees**

Curriculum was based on The Five Practices for Becoming an Exemplary Leader by utilizing the content of The Student Leadership Challenge. The Five Practices include: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart. The participants received their certificate in the Student Leadership Challenge, and applied the work towards the ISU Leadership Certificate, a program in partnership with the Career Center soft skills certificate program.

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

Five leadership retreats will be developed with curriculum-based leadership content and theories.

- ISU Leadership Conference: Student Organization/ISU TreeHouse Leaders Conference
- African American Student Organization Leaders Retreat
- International Student Organization Leaders Retreat
- First-Year Student and Sycamore Leadership Coalition Leaders Retreat
- Fraternity and Sorority Life Members Retreat

Each of these retreats/conferences will be offered in the Fall semester to develop the competencies students need to lead their student organizations throughout the academic year.

5. Reporting and Deliverable Schedule – When?

- September International Student Org Retreat
- September Fraternity and Sorority Life New Members Retreat
- October ISU Leadership Conference
- October African American Student Org Retreat
- October Sycamore Leadership Coalition Membership Selection

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

\$25,000

- **ISU Leadership Conference: Student Organization/ISU TreeHouse Leaders Conference: \$5000**

Representatives from the 250+ student organizations will convene for a keynote leadership seminar focusing on applied leadership development, group dynamics, organization management, membership recruitment, development, and retention. ISU TreeHouse training will be provided including mobile applications, funding

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requests, budgeting, communications, social media, program development, and community building. This conference will be held at ISU.

- **African American Student Organization Leaders Retreat: \$5000**

Fifty representatives from the African American-based student organizations will convene for an off-campus overnight retreat. Collaboration, team building, community development, membership development, and program development are the key content areas.

- **International Student Organization Leaders Retreat: \$5000**

In partnership with the Center for Global Engagement, an off-campus, overnight retreat will be held for fifty international students who are a part of the International Leadership Council. Content will focus on transition to Indiana State University, organization development, membership recruitment, development, and retention. In addition, team-building exercises will be heavily infused into the curriculum to develop a sense of partnership, collaboration, and support amongst the diverse international student populations. A keynote address will focus on the application of curricular and co-curricular competencies.

- **First-Year Student and Sycamore Leadership Coalition Leaders Retreat: \$5000**

In addition to a year-long leadership development series for the Sycamore Leadership Coalition, the off-campus, overnight retreat is built upon The Student Leadership Challenge theory of student leadership development. Fifty students who are members of the Sycamore Leadership Coalition and Residential Life Leaf Communities will begin their Leadership Certificate program on this retreat by going through the seven competencies advanced in the Student Leadership Challenge.

- **Fraternity and Sorority Life New Members Retreat: \$5000**

This new retreat is focused on the new members of the fraternity and sorority community and will include Panhellenic New Members from fall 2014 (~250), IFC New Members from fall 2014 (~300), and NPHC New Members from spring 2014 (14) will attend this on-campus, one-day retreat (anticipated ~565 total attendees). The curriculum is designed by Growth Guiders (a national leadership development agency) and the Indiana State University Office of Fraternity and Sorority Life. This new program focuses on the premise that being a part of a fraternity or sorority and the greater community is a privilege, not a right and the interpersonal and communal development that occurs within and amongst members. Campuses that employ this type of retreat find that as new members enter the community, they are provided with perspective, understanding and sense of greater purpose that is sometimes lacking when we only educate our upperclassmen. In addition, 20 upper-class student-leaders will facilitate the small groups.

7. Stakeholders and Management Plan – Who?

The person with overall responsibility for the project is: Brooks Moore, Associate Dean of Students – Student Engagement and Leadership Development.

The persons responsible for specific elements of the project are:

- Freda Luers, Director of Campus Life and Monique Parks-Allen, Assistant Director of Campus Life – Student Organization and Leadership Development (implementation, advising, facilitator)
- ISU Leadership Conference: Student Organization/ISU TreeHouse Leaders Conference
 - Monique Parks-Allen
- African American Student Organization Leaders Retreat
 - Monique Parks-Allen and Valerie Craig (African American Cultural Center)
- International Student Organization Leaders Retreat
 - Monique Parks-Allen and Zachariah Mathew (Center for Global Engagement)
- First-Year Student and Sycamore Leadership Coalition Leaders Retreat

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- Brooks Moore and Monique Parks-Allen
- Fraternity and Sorority Life Members Retreat
 - Bo Mantooh, Director of Fraternity and Sorority Life, and Tracy Machtan, Assistant Director of Fraternity and Sorority Life

8. Outcome Assessment & Future Testing

991 attendance records will be completed at each program and we will be able to track the retention of and continued involvement of each participant. Via the ISU TreeHouse, we will be able to track the total number of programs implemented by each student organization as well as attendance records from those events. Through a successful leadership development program, emerging leaders are identified, developed, and positioned to continue to serve and advance student engagement and the co-curricular experience for ISU. We expect a growth in total student sponsored initiatives, increase in total number of student organizations, and a higher retention of students involved in co-curricular offerings, primarily through student organization membership.

9. Line Item Budget Discussion that tracks Budget Templates ...

Leadership development helps to create authentic leaders who model and support values of the University.. 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 fraternity and sorority leadership retreat is necessitated by the rapid growth in the membership as well as the identified need to provide in-depth training for new members in the community. The success of the International Student Organization retreat in 2013 resulted in the formation of a International Student Leaders Council which assisted in the transition and development of a rapidly growing population. The success of the African American Student Organization retreat in 2013 resulted in increased collaboration and teamwork from this student population, most recently noticed in the assignment of the 2014-15 Priority Week Reservation and Late Night Dance schedule. Following the First Year Student/Sycamore Leadership Coalition retreat, ten students have transitioned into positions with SGA and Residential Life, with more joining student organizations and fraternity/sorority chapters.

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.

<u>Major Programs</u>	<u>Target Audience</u>	<u>Target Size</u>
Sycamore Leadership Coalition	Freshman	50
First Year Student Leadership Programs	First Year Students	250
ISU Leadership Conference (all ISU Students)	All undergraduates	200
African American Student Org Retreat	AA student org pop	50
International Student Org Retreat	International org pop	50
Fraternity and Sorority New Member Retreat	First Year Members	565