STUDENT AFFAIRS ANNUAL REPORT DATA 05-06

Department Name  Student Leadership and Involvement

Location  UC 427

Phone Number  678-2094

Web Site  http://saweb.memphis.edu/leadership/

Director Name  Justin Lawhead

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Number of Full-Time Staff  3

Mission  The Department of Student Leadership and Involvement provides programs and opportunities for involvement which enhance the learning, educational growth, and development of students. Programs/initiatives consist of student activities, Greek organizations, volunteer service, leadership, recognition, and student organizations.

Major departments/functions/offices/responsibilities - brief listing

Implement the program requirements of the emerging leader scholarship
Oversee the selection process for new emerging leaders
Coordinate the annual President's Leadership Recognition Awards and Who's Who selections
Instruct two leadership courses: Leadership Theory and Leadership and Communication
Provide leadership training for the student body that includes leadership skills workshops, synergy (two-day leadership retreat) and leadership speaker series
Advise Up Til' Dawn and Frosh Camp Executive Board
3 main departmental goals and related accomplishments/results for 05-06

Goal #1 Establish a leadership workshop series utilizing specific learning outcomes for each workshop. Program was created for emerging leaders to meet program requirements, but was also marketed to entire student body.

Results/Accomplishments #1A Staff and graduate assistants from Greek life, Leadership and Student Activities facilitated 24 workshops ranging from conflict management to delegation. Program was primarily attended by emerging leaders though representatives from various Greek and service organizations did attend.

Goal #2 Establish a local speaker series for the emerging leader program to help students better comprehend how they may transition skills from campus life experiences to being effective community leaders. Program was also meant to demonstrate what issues community leaders face and what approaches they have used to overcome those challenges.

Results/Accomplishments #2A Approximately ten community leaders spoke to two emerging leaders classes this year. Speakers included Gayle Rose, AC Wharton and Nancy Coffee from the leadership academy. Students evaluations indicated the program resonated well with students and they found particular value in connecting experiences in and outside the classroom to any potential future community experiences.

Goal #3 Improve overall web presence of departmental programs to better market involvement opportunities at the University leading to enhanced access to information and better demonstration of how to use our programs.

Results/Accomplishments #3A Results have been somewhat mixed with this goal. One of the most important objectives of having current information reflected on these pages has been accomplished, but identifying a graduate student with the technology background to improve the overall appearance has been challenging. We have now asked future candidates to provide a portfolio so that we can visually evaluate qualifications.

Initiative #1: To continue to improve the quality of the applicant pool for the emerging leader class by partnering with admissions and enrollment services to effectively marketing program value.

Initiative #2: Work with individual emerging leaders to ensure they are accurately reflecting skills and experiences attained in their resumes.

Initiative #3: To involve more community leaders in leadership training programs. Students respond extremely well to those individuals who are actively practicing effective leadership in the community.

Up to 3 student learning objectives and outcomes for 05-06

Student learning objective #1 Students will be able to discuss communication skills including strengths and weaknesses.

Assessment Method #1: Students completed the Campbell leadership descriptor, a self-scoring questionnaire that deals with the following areas; vision, management, empowerment,
diplomacy, feedback, personal energy, entrepreneurialism, multicultural awareness and personal style. Students then plotted their answers on a descriptor profile sheet.

**Outcome #1** Students were able to identify their strengths and weaknesses and create action plans to address areas of improvement. A large majority of students responded with lower scores on multicultural awareness which would indicate a need for program modification regarding that competency.

**Student learning objective #2** Ability to design and implement projects using collaborative leadership concepts.

**Assessment Method #2:** Junior class emerging leaders were required to develop and present educational sessions focusing on various leadership topics. Students were required to develop outcomes, implementation methods and a program time-line.

**Outcome #2** Students were evaluated on program effectiveness and implementation by course instructor. Instructor provide course grades based on observations of program delivery. Evaluations by program participants were also extremely positive.

**Student learning objective #3** Students will be able to articulate what skills they have as a leader, who are their influences are and what impact personal history has on them as a leader.

**Assessment Method #3:** Students are asked to submit a reflection following their first semester in the program:

Self-Awareness
What skills are important to me?
Who is influencing me?
Who am I as a leader?
How does my personal history shape who I am and what I do?

**Outcome #3**
Skills
Students commented on the importance of communication, delegation, integrity and listening.

**Influences included:**
Family, emerging leaders, peers and members of their chosen student organizations.

**Personal History**
Family has led many to be supportive of peers and followers. Diverse experiences have allowed many to be effective in a variety of leadership experiences. Accepting responsibility early in life at home has led to many students seeking those experiences in co-curricular opportunities.

**3 main bragging points for department - Optional**

**Bragging point #1** Up Til Dawn raising $129,000 for St. Jude Children’s Research Hospital and being named program of the year.
Bragging point #2  Partnership with Memphis Rotary Club to provide leadership training to 120 high school juniors in April 2006. The Rotary provides the funding for the program while leadership staff and junior emerging leader class provides training.

Bragging point #3  The academic performance of the emerging leader class continues to be strong. The spring semester average was 3.18 with an overall gpa of 3.27.

Revenue Producing Initiatives and Results: We are currently exploring ways to gain scholarship funds via the Memphis Rotary partnership. This group seems to have the funds to support significant overhead costs of their leadership program and we are starting dialogue with their leadership on how some of those monies could assist the students who provide the leadership training.

Community Involvement and Partnerships:

The Memphis Rotary
The Senior Emerging Leaders class participated in a spring semester service project with South Park Elementary that included tutoring and supporting programs like math night and Cinco De Mayo celebration.

Collaborative Efforts: Enrollment services to enhance exposure of campus life programs at orientation. Residence Life to plan and implement synergy leadership program.

What students learn from Student Affairs: Gain a deeper sense of self awareness and greater self confidence thus leading to increased personal growth and self development. Team work, communication skills, networking skills, learning from mistakes and organizational skills.

If applicable, 3 major 05-06 events/programs/etc. with description, attendance info, money raised

Event #1  Up til Dawn - 700 Students

Event #2  Frosh camp 05 - 402 freshmen attend

Contact summaries for the 05-06 year as applicable - headcount counseling sessions, cases, programs help, students housed, children housed, children cared for, tests administered, interviews hosted, etc.

20 Leadership skills workshops
10 Local speakers

3 Main initiatives for 06-07

Initiative #1  Upgrade the local speaker series by having ten speakers per semester and
offer them during various times of the day and night. Programs titles could be lunch or dinner with a leader. The intent is to broaden the appeal and interest of the program beyond the emerging leaders.

**Initiative #2** Enhance the freshmen emerging leader course through syllabus revision that enables the students to have a more effective and complete initial immersion into program.

**Initiative #3** To develop outcome measurements related to emerging leader competencies that provide more quantitative data.