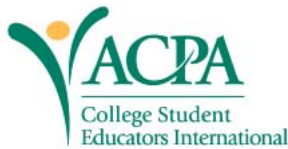


LEADERSHIP EDUCATORS INSTITUTE

December 5–7, 2010
University of South Florida
Tampa, Florida

Developed for New and Mid-level
Student Affairs Professionals



LEADERSHIP EDUCATORS INSTITUTE

Developed for New and Mid-level Student Affairs Educators

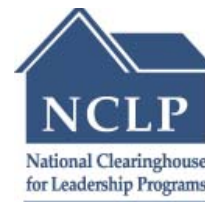
December 5–7, 2010 University of South Florida



Welcome!

NASPA, ACPA, and the National Clearinghouse for Leadership Programs (NCLP) welcome you to the University of South Florida and to the Leadership Educators Institute (LEI). This is the fourth time our three associations have partnered to deliver this exciting institute designed specifically for new and mid-level student affairs and leadership educators. The institute planning committee has designed an institute with keynote addresses and educational sessions by cutting-edge scholars, practitioners, and administrators to engage participants. Our goal over the next three days is for participants to gain deeper insights in leadership education of college and university students and to learn concrete strategies for developing and improving leadership programs and services at your institution.

We are most grateful to the University of South Florida for hosting LEI. All institute activities will occur on the University of South Florida campus within the Marshall Student Center.



This institute is sponsored by NASPA, ACPA, NCLP, NASPA Student Leadership Programs Knowledge Community, and ACPA Commission for Student Involvement.

GENERAL INFORMATION

Registration

Registration is in the Royal Palm Ballroom in the Marshall Student Center during the following dates and times:

- **Sunday, December 5:** 8:00 a.m. - 5:00 p.m.
- **Monday, December 6:** 8:00 a.m. - 4:00 p.m.
- **Tuesday, December 7:** 8:00 a.m. - 11:30 a.m.

Institute Location

**University of South Florida
Marshall Student Center**
4202 E. Fowler Avenue, MSC 4100
Tampa, FL 33620
(813) 974-3180
<http://msc.usf.edu/>

Institute Hotels

**Embassy Suites (USF/
Busch Gardens)**
3705 Spectrum Boulevard
Tampa, FL 33612
(813) 977-7066

**Hyatt Place Tampa/
Busch Gardens**
11408 North 30th Street
Tampa, FL 33612
(813) 979-1922

Attire

Attire for the institute is business casual.

Accessibility/Dietary Needs

If you have a request for accessibility or dietary concerns or questions, please speak with the ACPA, NASPA, or NCLP staff at the institute registration desk.

Book Sales

The institute sponsors will have publications available for sale at the registration area. The University of South Florida campus bookstore will be selling select titles related to leadership at LEI registration during the following dates and times:

- **Monday, December 6:** 8:00–9:00 a.m. and 11:30 a.m.–1:15 p.m.
- **Tuesday, December 7:** 8:00–9:00 a.m. and 12:00 –1:30 p.m.

Cell Phones

As a courtesy to presenters, speakers, panelists, and attendees, please switch cell phones to silent mode during program sessions. Please leave the session room if you must take a call.

Continuing Education Units

Continuing Education Units (CEU) toward certification or recertification for counselors is available through ACPA and NASPA, which are approved to award CEUs by the National Board of Certified Counselors (NBCC).

Institute Evaluation

The LEI evaluation will be available online following the conclusion of the institute.

LEI Social Networking Site

A social networking site has been created specifically for LEI attendees! Create a profile and connect with other attendees virtually any time at <http://lei2010.ning.com>.

Lost and Found

Lost and found articles should be turned into the institute registration desk.

Transportation

Shuttle service will be provided between the Embassy Suites at 3705 Spectrum Boulevard, the Hyatt Place Tampa/Busch Gardens at 11408 North 30th Street, and the University of South Florida Marshall Student Center. Seating is limited so please arrive early to guarantee your seat. Speak with your hotel concierge for questions regarding transportation when the LEI shuttles are not running. Shuttles will run during the following dates and times:

- **Sunday, December 5:** A bus will run *on the half hour* from 7:00 a.m.–1:30 p.m. Also, buses will run *continuous loops* from 6:30– 8:00 p.m.
- **Monday, December 6:** Buses will run *continuous loops* from 7:00–9:00 a.m. and 4:30–6:30 p.m.
- **Tuesday, December 7:** Buses will run *continuous loops* from 7:00–9:00 a.m. and 1:00–2:30 p.m.



Photo credit: USF Photo Gallery

About Tampa, Florida

Get ready to warm up to Tampa Bay! There's a sunny side to this West Coast community that makes this a true hot spot among the world's destinations.

Naturally there's lots of water, sand, and sunshine. But you'll also discover an area that's alive with the arts, seriously sports-minded, always planning a party or parade, and filled with only-in-Tampa Bay places to go, things to do and sights to see. Whatever your pleasure, you'll find it in Tampa Bay!

Tampa's semitropical climate invites you to enjoy the great outdoors year-round. And the people are every bit as warm as the temperatures. An inherent Southern charm makes anyone who visits Tampa Bay feel welcome and right at home.



Photo credit: USF Photo Gallery

About the University of South Florida

The University of South Florida (USF) was founded in 1956 as the first public university established specifically to address the needs of Florida's rapidly emerging urban regions. Today, the University of South Florida System is comprised of two separately accredited institutions: USF and USF St. Petersburg. USF consists of the main research campus in Tampa, which includes USF Health, and two regional campuses—USF Sarasota-Manatee and USF Polytechnic in Lakeland.

At USF, federal funds for academic research and development increased 213 percent from 2000–07. According to The Chronicle of Higher Education, that makes USF the fastest-growing research university in the United States. In the academic year 2008–09, USF reached a new high with \$380.4 million in research grants and contracts.

USF serves more than 39,000 students and offers 228 degree programs at the undergraduate, graduate, specialist, and doctoral levels, including the doctor of medicine, through its 11 colleges. USF is a member of the Big East Athletic Conference. Additional information on USF can be found at www.usf.edu.

A Special Thanks to the Institute Planning Committee and Host

Joseph DeSanto, Associate Director of Educational Programs, NASPA

Jennifer Espinola, Director, Center for Leadership & Civic Engagement,
Co-director, Leadership Studies, University of South Florida

Jan Lloyd, Acting Assistant Vice President & Dean of Students,
University of South Florida

Craig Slack, Director, National Clearinghouse for Leadership Programs

Daniel Tillapaugh, Instructor, Leadership Minor, Graduate Assistant,
Department of Leadership Studies, University of San Diego

Vernon Wall, Director of Educational Programs and Publications, ACPA

Todd Wells, Associate Director for Leadership Development,
Center for Leadership & Civic Engagement, University of South Florida

EDUCATIONAL SESSIONS

Concurrent Sessions

LEI provides a professional development experience where new and mid-level student affairs educators discuss timely leadership topics. The institute planning committee issued a call for program proposals that were highly interactive and content driven to provide participants with new learning and information focused on the following topic areas:

Leadership Development Theory and Models

- Effective strategies for translating theory into practice for today's diverse student generation
- How institutions successfully use leadership development theories and models to successfully engage students

Leadership Curriculum and Programs

- Innovative practices for credit and non-credit courses with innovative syllabi, curriculum, effective teaching methods, and student incentives
- Successful cohort leadership programs focusing on various groups (emerging leaders, multiyear programs, identity groups, etc.)
- Strategies for overcoming development issues and lack of funding for leadership programs
- How to incorporate service, service-learning, and experiential learning
- How leadership programs educate students about citizenship, ethics, and political engagement

Technology, Research, and Assessment in Leadership Programs

- Learning outcomes that guide successful leadership programs and steps for their development
- Using technology such as virtual leadership portfolios, communities, and online social networking sites
- Reviewing new research and scholarship to guide our understanding of leadership
- Applying CAS Standards in leadership

The institute planning committee accepted program proposals that are successful practices with content that will intentionally engage participants in discussions and provide meaningful content to bring back to their campuses. Content is geared specifically towards new to mid-level student affairs educators.

Topical Discussions

Are you looking for effective methods to improve your campus leadership programs? Do you want to connect with colleagues, both familiar and new, regarding innovative approaches to leadership education on campus? LEI will offer topical table discussions on Monday, December 6, and Tuesday, December 7, from 7:30 a.m. until 9:00 p.m. Enjoy morning refreshments in the Royal Palm Ballroom and connect with your colleagues around leadership topics that are important to you.

INVITED SPEAKERS AND PANELISTS



PRE-INSTITUTE WORKSHOP & CONCURRENT SESSION Scott J. Allen, PhD

Dr. Scott J. Allen is an assistant professor at John Carroll University where he teaches courses in leadership and management skills. In 2008, Dr. Allen was voted the favorite teacher in the Boler School of Business. He also served as a presidential fellow at Case Western Reserve University where he taught Leadership in Modern Society. Dr. Allen is a graduate of The Art and Practice of Leadership Development, an executive education program of the Kennedy School of Government at Harvard University.

He is published in the *Encyclopedia of Leadership* and co-authored *A Charge Nurse's Guide: Navigating the Path of Leadership*, a leadership book for health care professionals. Dr. Allen is the co-author of *Emotionally Intelligent Leadership: A Guide for College Students* (Jossey-Bass). In addition, Dr. Allen has articles published in the *Journal of Leadership Educators*, *Journal of Leadership Studies*, *Advances in Developing Human Resources*, *Leadership Review*, *The International Leadership Journal*, *The OD Journal*, *SAM Advanced Management Journal*, and *Leadership Excellence*. He recently completed a book chapter for the China Executive Leadership Academy Pudong entitled *A Review on Leadership Education and Development Outside China* and is a contributing author to the book *Leadership: The Key Concepts*.

In addition to writing and speaking, Dr. Allen consults, facilitates workshops, and leads retreats across industries; and he is an associate with the Larry Morrow Group. Dr. Allen is involved with the Institute for Creative Leadership, LeaderShape, the International Leadership Association, and the Organization Development Institute; and he serves on the board of trustees of Beta Theta Pi Fraternity. Since 2007, he has served as a Sam Walton Fellow for Students in Free Enterprise (SIFE).

OPENING KEYNOTE SPEAKER & CONCURRENT SESSION Marcy Levy Shankman, PhD

Dr. Marcy Levy Shankman has been training and consulting in leadership development and organizational effectiveness with higher education institutions, non-profit organizations, and high schools since 1998. Dr. Shankman co-authored *Emotionally Intelligent Leadership: A Guide for College Students* (Jossey-Bass, 2008). A suite of complementary resources including the EILS: Inventory and EILS: Facilitation and Activities Guide were published by Jossey Bass this year. She has independently published two assessments: the *EI Profile: An Emotional Intelligence Self-Assessment* (2003) and the *EI Full Spectrum*, a 360° evaluation tool (2005). Additionally, Dr. Shankman has co-authored numerous articles in professional and trade publications as well as an article that has been accepted by *The Leadership Review*.

In her consulting practice, Dr. Shankman applies her unique insights and capabilities to deliver meaningful and lasting results for individuals and organizations interested in improving their effectiveness. Partnering with direct service agencies, membership organizations, and voluntary

associations, Dr. Shankman specializes in strategic planning and leadership training. For boards and staff, individuals and organizations, she designs and facilitates leadership retreats; works one-on-one with organizational leaders; and presents to groups on topics related to leadership and organizational behavior, including emotional intelligence, organizational change, and the role of values in our work.

Dr. Shankman teaches as a presidential fellow for the SAGES program at Case Western Reserve University and in the Brain Leadership Program at Baldwin-Wallace College. Since 1996, she has served as a Lead Facilitator for LeaderShape, Inc. Prior to establishing her training and consulting practice, Dr. Shankman held professional positions with Indiana University, the Hillel Foundation, and the University of Iowa.

In addition to a bachelor of arts from the College of William and Mary and master of arts from the University of Maryland at College Park, Dr. Shankman earned her PhD from Indiana University in higher education administration in 2001. An active volunteer, Dr. Shankman co-chairs the 20th Reunion Campaign for the College of William and Mary, serves on the United Way's Organizational Assessment Committee, and volunteers in various leadership roles in the local schools and her synagogue.

PANEL ON THE FUTURE OF LEADERSHIP PARTICIPANTS

Moderator:



Tracy Tyree, Associate Vice President, Division of Student Affairs, University of South Florida

Tracy Tyree serves as the associate vice president of student affairs at the University of South Florida (USF) where she supervises several departments, including the Center for Leadership and Civic Engagement. Prior to joining USF four years ago, Tyree realized her passion for making a difference in the lives of college students at private, liberal arts colleges including Susquehanna University, Mercer University, and Lynchburg College. She earned her BSBA from the University of Florida and her M.A. in college student personnel administration from Indiana University. At the University of Maryland, where she earned her PhD, Tyree's dissertation research

produced the Socially Responsible Leadership Scale, measuring the values in the Social Change Model of Leadership Development that informed the Multi-Institutional Study of Leadership conducted by John Dugan and Susan Komives (Tracy's doctoral advisor).

Panelists:



Ramona Curtis, Director, Academy for Leader Development & Civic Engagement, Baylor University

Ramona Curtis earned a bachelor of arts degree in communication from the University of Texas at Arlington and a master of arts in Sociology from Prairie View A&M University. She is the director of Leader Development & Civic Engagement. In this capacity, Ms. Curtis and her staff develop leadership programs that foster synergy among "leadership thinkers." The Academy provides a meaningful forum for talented students to develop their strengths

in preparation for answering a call to sustained leadership in whatever their chosen vocations. She currently serves on the editorial board of the *John Ben Shepperd Journal of Practical Leadership*. She is adjunct faculty at Baylor University, Tarleton State University, and McLennan Community College. She also serves as campus advisor of the Baylor Collegiate Chapter of the NAACP and Rho Eta Chapter of Delta Sigma Theta.

Ms. Curtis was awarded the Waco chapter of the National Association of Social Workers' 2004 Public Citizen of the Year and has been named a Woman of Distinction by the Girl Scouts of Central Texas.



Susan R. Komives, Professor, College Student Personnel, University of Maryland, College Park

Dr. Susan Komives is professor of college student affairs at the University of Maryland. She is president of the Council for the Advancement of Standards in Higher Education, former president of the American College Personnel Association, and co-founder of the National Clearinghouse for Leadership Programs. She is a member of the board for the International Leadership Association. She served as vice president of two colleges and is the co-author or co-editor of a dozen books or monographs including *Student Services*, *Exploring Leadership*, *The Handbook for Student Leadership Development*, and *Leadership for a Better World*. A recipient of both the ACPA and NASPA

outstanding scholarship awards, her research includes an international Multi-Institutional Study of Leadership involving nearly 200 campuses and over 200,000 responders since spring 2006.



Daniel Tillapaugh, Instructor, Leadership Minor, Graduate Assistant, Department of Leadership Studies, University of San Diego

Daniel Tillapaugh is currently a third-year doctoral student in the Higher Education Leadership program in the School of Leadership and Education Sciences at the University of San Diego (USD). As an instructor in USD's leadership minor, Tillapaugh co-coordinates the campus's Emerging Leaders course as well as teaches the leadership minor capstone course and other core minor classes. He has worked professionally within the field of higher education and student affairs for the past 10 years in various capacities, but most recently he served as the assistant dean of student affairs at Sixth College, one of the undergraduate colleges at the University of California, San Diego.

A graduate of the University of Maryland, Tillapaugh earned his MEd in counseling and personnel services in the College Student Personnel program. Additionally, he is an alumnus of Ithaca College, where he graduated from the School of Music. His research interests are the intersections of masculinities and sexuality among college men, student development and leadership involvement, and leadership as opportunities for meaning-making for college students. Active within ACPA, he has been extensively involved with the Commission for Student Involvement and the Standing Committee for LGBT Awareness.



CLOSING KEYNOTE SPEAKER

Mark Pogue

Mark Pogue is the vice president of the Education Practice of Gallup Inc. His mission is to create a world where all students of any age lead successful and self-directed lives, empowered with the knowledge of their talents and how to apply them. For the past eight years, Pogue has been a consultant and speaker to higher education institutions; K-12 school districts; and Fortune organizations including Toyota, Wells Fargo, and Cargill on building strengths-based organizations.

Pogue led in the design and creation of StrengthsQuest and continues to direct the project worldwide. StrengthsQuest, a campus-based human development and engagement program, is designed to help students, staff, and faculty identify and apply their strengths. Since its inception there have been over 550,000 participants in StrengthsQuest programs in a wide range of settings on more than 400 campuses.

Pogue has shared his message of moving from strengths to thousands of educators and students at more than 250 campuses and national conferences. He concentrates his work on public and private, secular and non-secular community colleges and universities across the country.

Pogue earned his bachelor's degree in management science from Oklahoma State University and a graduate degree at the University of Nebraska.

SCHEDULE-AT-A-GLANCE

Sunday, December 5, 2010

8:00 a.m. – 5:00 p.m.	Registration
9:00 a.m. – 12:00 p.m.	Pre-institute Workshops
1:00 p.m. – 1:30 p.m.	Institute Welcome
1:30 p.m. – 2:15 p.m.	Opening Keynote
2:30 p.m. – 3:45 p.m.	Concurrent Sessions
4:00 p.m. – 5:15 p.m.	Concurrent Sessions
5:30 p.m. – 7:00 p.m.	Opening Reception



Monday, December 6, 2010

7:30 a.m. – 9:00 a.m.	Morning Refreshments & Topical Discussions
8:00 a.m. – 4:00 p.m.	Registration
9:00 a.m. – 10:15 a.m.	Concurrent Sessions
10:30 a.m. – 11:45 a.m.	Concurrent Sessions
12:00 p.m. – 1:15 p.m.	Lunch
1:15 p.m. – 2:45 p.m.	Panel on the Future of Leadership
3:00 p.m. – 4:15 p.m.	Concurrent Sessions
5:00 p.m.	Dinner on Own

Tuesday, December 7, 2010

7:30 a.m. – 9:00 a.m.	Morning Refreshments & Topical Discussions
8:00 a.m. – 11:30 a.m.	Registration
9:00 a.m. – 9:45 a.m.	Morning Keynote
10:00 a.m. – 11:15 a.m.	Concurrent Sessions
11:30 a.m. – 12:45 p.m.	Concurrent Sessions

SUNDAY, DECEMBER 5, 2010

8:00 a.m. – 5:00 p.m.

Registration and Book Sales

Location: Royal Palm Ballroom Foyer

9:00 a.m. – 12:00 p.m.

Pre-institute Workshop 1: Immunity to Change: Exploring the Emotionally Intelligent Leadership (EIL) Capacity of Honest Self-Understanding

Location: Room 2709

Presenters: Scott J. Allen, Assistant Professor, John Carroll University
Marcy Levy Shankman, MLS Consulting, LLC

Why is personal change so difficult? If we hope to develop leaders, we need a better understanding of the change process. Based on the groundbreaking work of Kegan & Lahey, this session highlights potential reasons why, despite our best intentions, personal change and development do not occur. Through an interactive, hands-on activity, participants will increase their EIL capacity of honest self-understanding.

Pre-institute Workshop 2: Navigating LEI: Introduction to College Student Leadership

Location: Room 3707

Presenters: Jan Lloyd, Acting Assistant Vice President & Dean of Students, University of South Florida
Craig Slack, Director, National Clearinghouse for Leadership Programs
Daniel Tillapaugh, Instructor, Leadership Minor, Graduate Assistant, Department of Leadership Studies, University of San Diego

This pre-institute workshop is designed for participants new to the area of college student leadership. Based on feedback from past evaluations, this session was created to provide a nuts-and-bolts understanding of theories, concepts, and language of leadership. The presenters (representatives from NASPA, ACPA, and NCLP) will provide this foundation to help introduce participants to college student leadership education and to help navigate a first LEI experience.

1:30 – 2:15 p.m.

Institute Welcome

Location: Oval Theatre

Opening Keynote — Marcy Levy Shankman, MLS Consulting, LLC

Location: Oval Theatre

Topic: *Now's the Time for Change*

The hot topic in the 2008 presidential campaign was change. Business leaders and civic leaders champion change efforts, but how much do we really know about what it takes to make change happen? While the truism still holds that the only thing constant is change, many myths and misconceptions cloud our understanding of bringing about change. At the heart of emotionally intelligent leadership is understanding what it means to be a change agent and appreciating the challenges of leading effectively. Delving deeper into the concept and reality of being a change agent helps us understand that, as leadership educators, we have a responsibility to ourselves, our students, and our community to promote active engagement, citizenship, and deeper self-understanding. When this happens, we move from the ideal of talking about change to the real challenge of making change happen.

2:30 – 3:45 p.m. **Concurrent Sessions**

Unpacking Emotionally Intelligent Leadership

Location: Room 2708

Presenters: Marcy Levy Shankman, MLS Consulting, LLC

Scott J. Allen, Assistant Professor of Management, John Carroll University

This fast-paced and light-hearted session provides a journey into the many aspects of emotionally intelligent leadership. Session presenters will combine cutting-edge leadership theory with concrete stories and experiences any educator can relate to. Not your standard session, Drs. Shankman and Allen use humor, music, video, and interactive activities to make the concepts come to life.

Leadership by Design: Creating Measurable Learning Outcomes for Leadership Development

Location: Room 2709

Presenters: Corey Seemiller, Director of Leadership Programs, The University of Arizona

Tom Murray, Coordinator for Leadership Programs, The University of Arizona

This session showcases the process of creating measurable learning outcomes for individual leadership development by analyzing, refining, and integrating standards, outcomes, and competencies set by student affairs and a broad array of academic program accrediting organizations. Participants will develop and/or refine outcomes to measure individual leadership development for use in their programs.

Individual Leadership Coaching: A Focused and Personalized Method for Developing College Student Leaders

Location: Room 3705

Presenter: Jessica Briggs, Assistant Director for Leadership Programs, Claremont McKenna College

The coaching approach is often used for student development in master-level business administration programs, yet it is rarely used with undergraduate students. This session will describe a recent initiative at Claremont McKenna College to provide its undergraduate students with individual leadership coaching as part of their leadership development programming options. Participants will learn how coaching differs from counseling, mentoring, and advising as well as gain practical skills and tools during this interactive session to coach student leaders at their campus.

Facilitating Leadership, Identity Development, and Social Justice

Location: Room 3707

Presenters: Laura Klunder, Assistant Director of Campus Programs for Leadership and Social Justice, Macalester College
Anastacia Sontag, Graduate Assistant, Macalester College
Anna-Kay Brown, Leadership Program Assistant, Macalester College

This session will address privilege and oppression as it relates to social group identities and positional power in Macalester College's Emerging Leaders Program (ELP), a non-credit course for first-year students. Understanding that process is foundational to achieving leadership outcome goals in the context of a broader social justice movement, the presentation will highlight the co-facilitation model of leadership for ELP. The co-facilitation team includes staff, undergraduate, and graduate students who bring diverse experiences and identities to the process.

Leadership à la Carte: Flexible Leadership Development Initiatives for a Commuter Campus

Location: Room 3709

Presenters: Alicia Caudill, Dean of Students, Gainesville State College
Christie Cruise-Harper, Director of Diversity Initiatives and Intercultural Pro, Gainesville State College
Cara Ray, Director of Diversity Initiatives and Intercultural Pro, Gainesville State College
Liz Jimenez, Graduate Student, Gainesville State College

Join us to explore an effective model for student leadership development programs at commuter institutions. Through implementation of a range of programs sponsored by several offices, we will show how a collaborative effort provides students the opportunity to develop skills on their own terms, at their own rate. Participants will gather ideas that will help address the leadership needs of diverse student populations. Engage in discussion and leave with a resource of ideas you can implement on your own campus.

4:00 – 5:15 pm. Concurrent Sessions

Enhancing Student Leadership: Creative Approaches to Assessing Student Learning in the Cocurricular

Location: Room 2708

Presenters: Melissa Shehane, Student Development Specialist III, Texas A&M University
Sarah Edwards, Student Development Specialist II, Texas A&M University
Kathryn Sturtevant, Student Development Specialist II, Texas A&M University

Student affairs professionals instinctively know that students learn through their involvement activities. The problem has been discovering a way to document that learning, thereby providing evidence of the valuable experiences available outside of the classroom. This session will share details of an ongoing project that identifies common learning outcomes for student leaders along with concrete methods for evaluating and documenting that learning. Session participants will take home actual tools to use with their student leaders.

The Art of Debriefing: Where Learning Truly Takes Place

Location: Room 2709

Presenters: Mary Shivley, Director of Leadership, Emporia State University
Taylor Relph, Graduate Teaching Assistant, Minor in Leadership, Emporia State University

Effectively facilitating a leadership activity is a start to team building, but debriefing the activity is vital to the learning process. This experiential workshop creates opportunities for professionals to explore the theory of debriefing by observing, understanding, and practicing debriefing skills. You will learn how to question, empower, and ultimately create a deeper, more meaningful learning experience for students.

The Student Leadership Institute: Infusing Positive Student Development, Leadership, and Learning

Location: Room 3705

Presenters: Amber Dehne Baillon, Assistant Director, Student Involvement & Leadership, Pacific Lutheran University
Eva Johnson, Dean of Student Development, Pacific Lutheran University

A group of educators at Pacific Lutheran University recently developed an award-winning experience, the Student Leadership Institute, which links leadership and learning to the Social Change Model. Presenters will share successful steps for implementing this low-cost, highly effective experience on your campus by reviewing the program schedule, learning goals, assessment strategies, and strategic partnerships. In particular, the presenters will explore ways in which positive student development infused the program and accentuated student learning.

Cultivating “Inclusive Excellence”: Creating Opportunities for Student Leaders to Meaningfully Engage Diversity

Location: Room 3707

Presenters: Kijua Sanders-McMurtry, Associate Dean of Students and Chief Diversity Officer, Agnes Scott College
Nia Haydel, Academic Professional for Freshman Learning, Georgia State University
Stacy Koshko, Academic Professional for Freshman Learning, University of South Florida

This interactive session is essential for participants who are focused on cultivating an appreciation for diversity as they advise and support student leaders through the creation of leadership curriculums, development of leadership programs and the conceptualization of assessment plans. The facilitators will provide experiential learning opportunities for participants of this workshop to develop a complete understanding of diversity principles such as inclusive excellence and mechanisms for translating this theory into practical applications as they advise, mentor, and support student leaders.

A Collaborative Approach to Developing Common Leadership Principles and Learning Outcomes

Location: Room 3709

Presenters: Michael Saxvik, Coordinator for Student Involvement and Leadership, Washington University in St. Louis
Mike Hayes, Executive Director of Campus Life, Washington University in St. Louis
Mary Zabriskie, Assistant Director of Campus Life, Washington University in St. Louis

Students are challenged to make sense of a collective set of leadership experiences in a meaningful way. This session will explore one university’s process to address this challenge by developing an institutional set of leadership language, including a common leadership definition, guiding principles, and learning outcomes. These principles and outcomes are used by academic and cocurricular departments to enhance the leadership experience for undergraduate students. The session will help attendees identify strategies to develop common leadership language at their institutions.

5:30 – 7:00 p.m.

Opening Reception

Location: Royal Palm Ballroom

MONDAY, DECEMBER 6, 2010

7:30 – 9:00 a.m.

Morning Refreshments and Topical Discussions

Location: Royal Palm Ballroom

8:00 a.m. – 4:00 p.m.

Registration and Book Sales

Location: Royal Palm Ballroom Foyer

9:00 – 10:15 a.m. Concurrent Sessions

Laying the Groundwork for Sustaining Leadership Programs

Location: Room 2708

Presenters: Kristen Young, Director, The LeaderShape Institute, LeaderShape
Kristen Hyman, Associate Director, The LeaderShape Institute, LeaderShape

Providing the best experience possible for college students to learn about themselves and others is a common theme that drives most leadership development programs. The challenge often exists in sustaining these programs as budgets get tighter and resources become scarcer. What steps must be taken to sustain the programs that are created? This program will focus on providing some of the answers and tools needed to lay the groundwork for sustaining these valuable programs.

Letting Students Lead

Location: Room 2709

Presenters: Jodi Middleton, Assistant Director, Georgia Southern University
Todd Deal, Professor & Director, Georgia Southern University

Is your department short on staff and financial resources? Have you considered your greatest resource—your students? While recruiting and training students may take additional effort, at Georgia Southern we have found that identifying and developing our best students is a sound investment for both our success and their future. Join us to learn strategies for engaging and empowering students to take ownership and lead their peers alongside your professional staff.

Leading Critically: Applied Critical Thinking in an Undergraduate Leadership Studies Course

Location: Room 3705

Presenters: Daniel Jenkins, Instructor, University of South Florida
Amanda Cutchens, Academic Advisor, University of South Florida

Leading critically means utilizing critical thinking skills to make decisions about leadership actions. We will examine how student-centered experiential learning in leadership education bridges thinking with action by cultivating self-regulatory judgment through the evaluation and inference of a leader's own

MONDAY, DECEMBER 6, 2010

decisions and actions. Through interactive audience participation and the sharing of practices and experiences, instructors from the Center for Leadership and Civic Engagement at the University of South Florida will demonstrate how instructors can facilitate leading critically in their classrooms.

C the Future: Translating Social Change Theory to Practice Incorporating Strengths-Based Research

Location: Room 3707

Presenters: Natasha Chapman, Director of TCU Leadership Center, Texas Christian University
Jason Eagar, Assistant Director of TCU Leadership Center, Texas Christian University
Don Mills, Assistant Director of TCU Leadership Center, Texas Christian University

Join us as we share how we applied theory and research to inform practice in an interactive and discussion-based format. The program will provide an (1) introduction to the social change model of leadership and a strengths-based philosophy, (2) a description of the Chancellor's Leadership Program (CLP), and (3) the relationship of strengths self-efficacy to social change to examine how the theory-to-practice model is used to improve student development.

A Decade of Programmatic Leadership Lessons Learned from Our Campus to Yours

Location: Room 3709

Presenters: Christina Neil, Senior Coordinator of Leadership, University of Arizona
Dani Barker, Area Coordinator, Residence Life, Davidson College

For more than a decade, The University of Arizona's Leadership Programs has been developing and redefining its programs based on current issues and the needs of students. Many strategies and lessons have been learned through these experiences. This program will engage participants in a case-study based discussion to address programmatic issues surrounding leadership development; resulting in a sharing of lessons, strategies, and methods to improve your programs.

10:30 – 11:45 a.m. Concurrent Sessions

Implementing Institutional Leadership Models through Creative Collaborations: The Humanics Seminar

Location: Room 2708

Presenters: David McMahon, Director of Spiritual Life, Springfield College
Charlene Elvers, Director of Student Volunteer Programs, Springfield College
Allison Cumming-McCann, Director of Student Volunteer Programs, Springfield College

This presentation will explore how Springfield College has implemented its Leadership in Service Model through an experimental, first-year service learning course. Collaborations between Student Affairs and Academic Affairs, and between the institution and the community, prove crucial to ongoing attempts to institutionalize the leadership model, while engaging students themselves as leaders in and beyond the classroom. Presenters will provide participants with strategies and ideas for new initiatives to engage students in leadership development through the curricular and cocurricular programs.

Who's Serving Who? Advancing Active Citizenship in Undergraduate Leadership Courses

Location: Room 2709

Presenters: Ramona Curtis, Director for Leader Development & Civic Engagement, Baylor University
Melissa Shehane, Student Development Specialist III, Texas A&M University

Institutions of higher education are charged with developing students to be active citizens who address critical issues that move local, national, and global communities forward. This session will explore theoretical frameworks that will advance service-learning in and outside the classroom. Educators will address critical issues in building community partnerships, profiles of student behaviors regarding community service, and the impact of active citizenship at the undergraduate level on the greater community. Through an interactive case study the speakers will also address strategies for success.

Facilitator Training Program: A Model for Sustainable Leadership

Location: Room 3705

Presenters: Joan Butterworth, Leadership Training Facilitator, McGill University
Leslie Copeland, First-Year Coordinator, McGill University

McGill University's Facilitator Training Program began in 2006 to overcome development issues and lack of funding for leadership programs. We recruit students annually and train them in facilitation using experiential learning, preparing them for leadership roles as facilitators. The 2009–10 facilitator team led over 100 First-Year Office's Leadership Training Program workshops for 1500+ student attendees and received certification. Highly interactive and content driven, this workshop gives an overview of the program and engages attendees in experiential learning activities and discussion.

Join the LeaderLit Club: Engaging Students with Leadership Literature

Location: Room 3707

Presenters: Emily Doane, Graduate Coordinator for Educational & Outreach Programs, University of Maryland, College Park
Amye Lee, Graduate Coordinator for Academic Success Programs, University of Maryland, College Park
Brittney Majka, Graduate Coordinator for Academic Success Programs, Lockheed Martin

This interactive session will demonstrate how leadership educators can use leadership literature and related activities to engage students and to reinforce concepts. Using the Social Change Model of Leadership Development as a lens, a variety of leadership books will be presented that connect with each of the three components of the model—The Individual, The Group, and The Community/Society—and participants will take part in sample activities. All participants will leave with new references, resources, and activity ideas.

MONDAY, DECEMBER 6, 2010

Cultural Competency for Student Leaders

Location: Room 3709

Presenters: Tanis Starck, Director of Office of Intercultural Relations, San Diego State University
Timothy Quinnan, Associate Vice President of Campus Life, San Diego State University

San Diego State University's Certificate in Cultural Competency program prepares undergraduate student leaders to become more culturally competent. This first-of-its-kind California State University Cultural Competency Certificate program, developed by Dr. Tanis King Starck, helps student leaders develop better communication and interaction skills with individuals and groups from diverse backgrounds. Upon completion of this certificate program, students are able to demonstrate an increase in their knowledge of different cultural values and beliefs, as they developed their leadership skills.

12:00 – 1:15 p.m.

Lunch

Location: Royal Palm Ballroom

1:15 – 2:45 p.m.

Panel: The Future of Leadership

What is on the horizon for college and university leadership programs? Come participate in this active panel of scholars and practitioners from ACPA, NASPA, NCLP, and the University of South Florida to hear their perspectives on trends and what opportunities and challenges the future may hold for leadership educators.

Location: Royal Palm Ballroom

Moderator: Tracy Tyree, Associate Vice President, Division of Student Affairs, University of South Florida

Panelists: Ramona Curtis, Director, Academy for Leader Development & Civic Engagement, Baylor University
Susan Komives, Professor, College Student Personnel, University of Maryland, College Park
Daniel Tillapaugh, Instructor, Leadership Minor, Graduate Assistant, Department of Leadership Studies, University of San Diego

3:00 – 4:15 a.m. Concurrent Sessions

Cocurricular Cornerstones: Multicultural Competency / Reflective Habits / Citizenship / Cura Personalis

Location: Room 2708

Presenters: Kristine Goodwin, Associate Dean of Students, College of the Holy Cross
Brenda Hounsell Sullivan, Director of Orientation, Transition, and Leadership, College of the Holy Cross
Becky Riopel, Director of Orientation, Transition, and Leadership, College of the Holy Cross
Chuck Stanley, Associate Director of Residence Life, College of the Holy Cross
Jenna Sattar, SGA CoPresident / NUFJ Fellow, College of the Holy Cross

These four cornerstones, or areas for development, are the foundation on which students build their out-of-class educational and leadership skills. They are a compilation of divisional learning outcomes, professional standards, and feedback from upperclass students and graduates. Participants will not only understand these four cornerstones, but also will be prepared to develop ones for their own institutions. In the spirit of being intentional, but not prescriptive, participants will identify personal strength areas and desirable outcomes using a self-inventory and will discuss action plans with colleagues.

The Development, Growth, and Assessment of an Academic Leadership Program

Location: Room 2709

Presenters: Eric Buschlen, Assistant Professor/Director of Leadership Studies, Central Michigan University
Nate Tallman, Director of Student Development and Leadership, Northwood University
Bob Dvorak, Director of Student Development and Leadership, Central Michigan University
Dan Gaken, CMU Leadership Institute, (Interim) Director, Central Michigan University

This panel will introduce the Central Michigan University (CMU) Leadership Studies Program, a new program in 2006 and now CMU's largest academic minor. The session will cover the developmental challenges and growth of the program, its programmatic uniqueness, and finally how the program is being assessed through research and evaluation.

Transform Your Leadership Program: Strategies for Revitalizing Your Program and Refocusing Your Efforts

Location: Room 3705

Presenters: Jude Butch, Leadership Programming Coordinator, University at Buffalo
Brian Magee, Graduate Assistant for Leadership Programs, University at Buffalo,

The University at Buffalo transformed their leadership program, increasing both awareness and participation, without creating a single new program. Simple marketing and repackaging of current leadership and service programs created a renewed sense of enthusiasm and a more comprehensive and meaningful experience for students. The Leadership Certificate Program is a model for how to re-energize and refocus your leadership program, by simply packaging your programs to meet the needs and desires of a diverse student body.

MONDAY, DECEMBER 6, 2010

Leading with Strengths . . .Beyond Awareness

Location: Room 3707

Presenter: Rick Miller, Director, Center for Applied Leadership, Texas A&M University-Commerce

Developing leaders who lead with and live their strengths involves intentional engagement and creative approaches. In the belief of moving from awareness to application and from the theory to the practice, we will look at experiential learning, novel interventions, and effective exercises that are being used in the Leadership and Strengths movement. From a strengths-based challenge course to equine interactive leadership experiences designed for large audiences, this session answers the question, “Now that I know my strengths, what’s next?”

Sophomores Only!: Developing Leadership in College Sophomores Through an Experiential Leadership Program

Location: Room 3709

Presenter: Jessica Briggs, Assistant Director for Leadership Programs, Claremont McKenna College

Thought about creating a class-based experiential leadership development program? Curious about how to motivate, retain, or develop younger leaders on your campus? Come learn about the annual Sophomore Leadership Experience (SLE) run by the Kravis Leadership Institute at Claremont McKenna College. In this session, participants will learn about the intentional design of this experiential off-campus program, understand the impact it has had on the student body since its inception in 2007, and experience part of the SLE.

TUESDAY, DECEMBER 7, 2010

7:30 – 9:00 a.m.

Morning Refreshments and Topical Discussions

Location: Royal Palm Ballroom

8:00 a.m. – 4:00 p.m.

Registration and Book Sales

Location: Royal Palm Ballroom Foyer

9:00 – 9:45 a.m.

Morning Keynote — Mark Pogue, Vice President of the Education Practice, Gallup Education Practice

Location: Royal Palm Ballroom

Topic: *Leading with Your Strengths*

Are you talented? Are your students talented? When we hear the word “talent” it immediately conjures up images of athletes, artists, and performers—the special people, but everyone is talented. Everyone possesses innate qualities that, with practice, uniquely equip us to be great at something. The challenge for so many students is (1) realizing what talents they possess, (2) understanding how to apply those

talents to achieve their own personal leadership and educational goals, and (3) overcoming a paradigm that insists we should spend the majority of our time focusing on our weaknesses to be successful. During this presentation you will be introduced to a strengths-based approach to your own leadership development and the development of your students. Prior to the event you will have the opportunity to participate in StrengthsQuest, Gallup's online strengths development program, and find out your top five strengths through the StrengthsFinder instrument.

10:00 – 11:15 a.m. Concurrent Sessions

Engaging Student Employees to Identify Transferrable Leadership Strengths and Challenges

Location: Room 2708

Presenter: Maribeth Overland, Director, Student Activities & Leadership, College of St. Benedict & St. John's University

Are you challenged in your efforts to engage students to transfer theory into demonstrated leadership? Learn how you can develop meaningful learning outcomes for students to help them identify transferrable leadership strengths, as well as those behaviors that challenge their success. Learn how to collaborate with your campus Student Employment Office to develop experiential ethical leadership development with sustainable results.

Making Dust and No Progress in Leadership Education

Location: Room 2709

Presenters: Pamela Graglia, Director, Research & Program Development, LeaderShape
Paul Pyrz, President, LeaderShape

Leadership education does not create leaders. Join us to explore this and other heresies and myths that create incongruencies in leadership education. Come ready to engage in authentic and challenging dialogue designed to surface assumptions and help us think differently about the work we do. We'll then explore how small solutions can create significant impact in the field, on our campuses, and in our own practice.

The Inner Life of the Leader: Does Spirituality Have a Place in Leadership Education?

Location: Room 3705

Presenters: Daniel Terry, Assistant Director, TCU Leadership Center, Texas Christian University
Barbara Brown Herman, Associate Vice Chancellor of Student Affairs, Texas Christian University

This session will address the question of the place of spirituality in leadership education. It will be suggested that to gloss over or ignore the inner life of the leader is to miss a critical opportunity to provide holistic leadership education from the inside out. The case will be made for addressing aspects of spirituality in leadership education, and how discussions about spirituality and the inner life can occur in a classroom context in a respectful and inclusive way. Concrete examples of techniques, approaches, and programs will be offered from experience as a leadership educator at the university level.

Infusing Social Justice Themes in College Student Leadership Programs

Location: Room 3707

Presenter: Vernon Wall, Director of Educational Programs & Publications, ACPA – College Student Educators International

Privilege plus prejudice equals oppression. In your leadership series, are issues of diversity and multiculturalism only discussed during that one special diversity session? What can be done to develop seamless leadership programs that embrace citizenship, inclusion, and service? Join us as we embark on a journey that will assist us in evaluating the cultural readiness of our leadership programs. Strategies, activities, and concepts will also be discussed in an effort to provide resources and best practices for participants.

Conceptualizing Leadership Education in the Arabian Gulf: Considerations for a New Dialogue

Location: Room 3709

Presenters: Rachel White, Student Development Specialist II, Texas A&M University at Qatar
Julie Chase, Student Development Specialist, Texas A&M University at Qatar
Lindsay Coco, Student Development Specialist, Qatar Foundation
Darbi Roberts, Student Development Coordinator, Carnegie Mellon University in Qatar

In the age of rapid globalization and internationalization of higher education, how must leadership educators adjust our own theory and practice to meet the demands of a growing or possibly new educational community? Research shows that for decades student populations have been rapidly diversifying, but how do we begin to teach leadership in a new educational and cultural context? This session will offer guiding questions to discuss potential frameworks, strategies, and challenges of leadership education in the Arabian Gulf.

11:30 – 12:45 a.m. Concurrent Sessions

Social Change, Leadership, and Service in Action: A Residential Model

Location: Room 2708

Presenter: Marci Walton, Resident Director, Loyola Marymount University

How can we push students beyond volunteering, to leading through service to eventually motivating and supporting them as social change agents? The McCarthy Experience in Service and Action (MESA) attempted to address this charge by incorporating the Social Change Model of Leadership Development into an existing service theme community. This session will address the workshop model employed, sample lesson plans, assessment, program development, and ways to incorporate aspects of the program on your campus.

A Multi-theory Approach to Creating Collaborative Learning Across Leadership and Service Initiatives

Location: Room 2709

Presenters: Sarah Edwards, Student Development Specialist II, Texas A&M University
Melissa Shehane, Student Development Specialist III, Texas A&M University
Kathryn Sturtevant, Student Development Specialist III, Texas A&M University

It is a common conception that leadership and service are intertwined, but in practice these two areas

are often divided. In this session, educators will offer an example of how one campus strives to unite these two themes under a shared theoretical framework. Participants will develop an action plan of how to create collaborative programs on their respective campuses.

Student Leadership Advocates: Foundations of a Peer Leadership Educators Cohort

Location: Room 3705

Presenter: Jennifer Pelletier, Assistant Director, The Ohio State University

In 2008, The Ohio State University established a new cohort program: Student Leadership Advocates (SLA). Blending cocurricular and curricular elements, SLA students are trained in consultation, facilitation, reflection, program design, and various content areas. They work to deliver educational workshops and retreat experiences for fellow students and organizations. This session will provide an overview of the SLA program and framework, details about the student training, and allow time for attendees to share their related best practices.

Multi-level Leadership Development Using Experiential Projects and the Leadership Identity Development (LID) Model

Location: Room 3707

Presenters: Nancy Mathias, Associate Director, St. Norbert College
Anna Czarnik-Neimeyer, Student Coordinator for Leadership Development Programs,
St. Norbert College

Are you getting the most out of your Emerging Leader projects? At St. Norbert College, Emerging Leaders learn to lead by working in small teams with an experienced student mentor–coach on a project of the coach’s choice. Through this project new students learn both leadership and management skills. And the mentor–coach learns LID Level 4 coaching skills through a structured coaching model while developing new leaders, often for their own organization. Bring and share your ideas for multi-level leadership development programs.

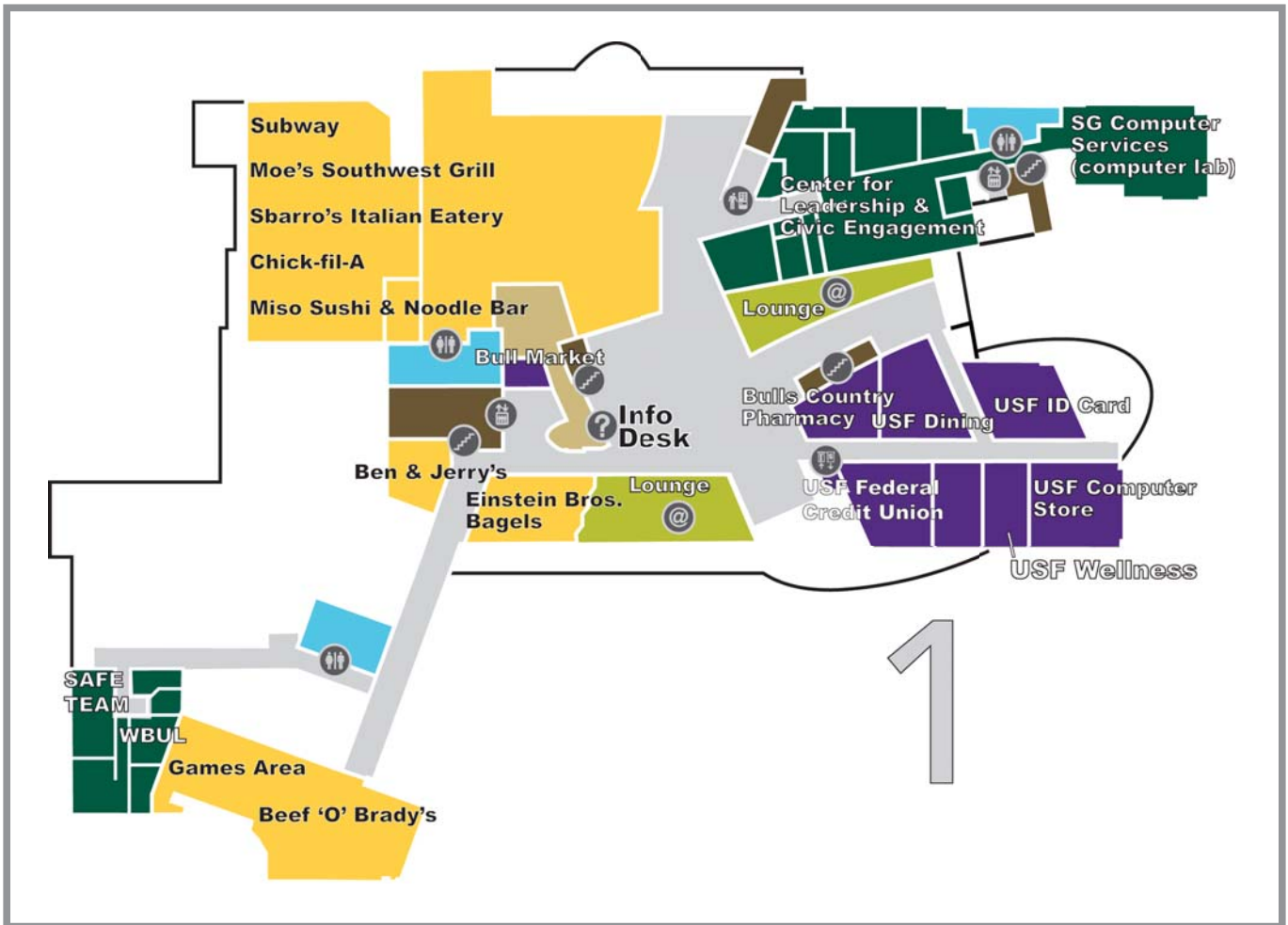
Technology-based Activities for Leadership Development

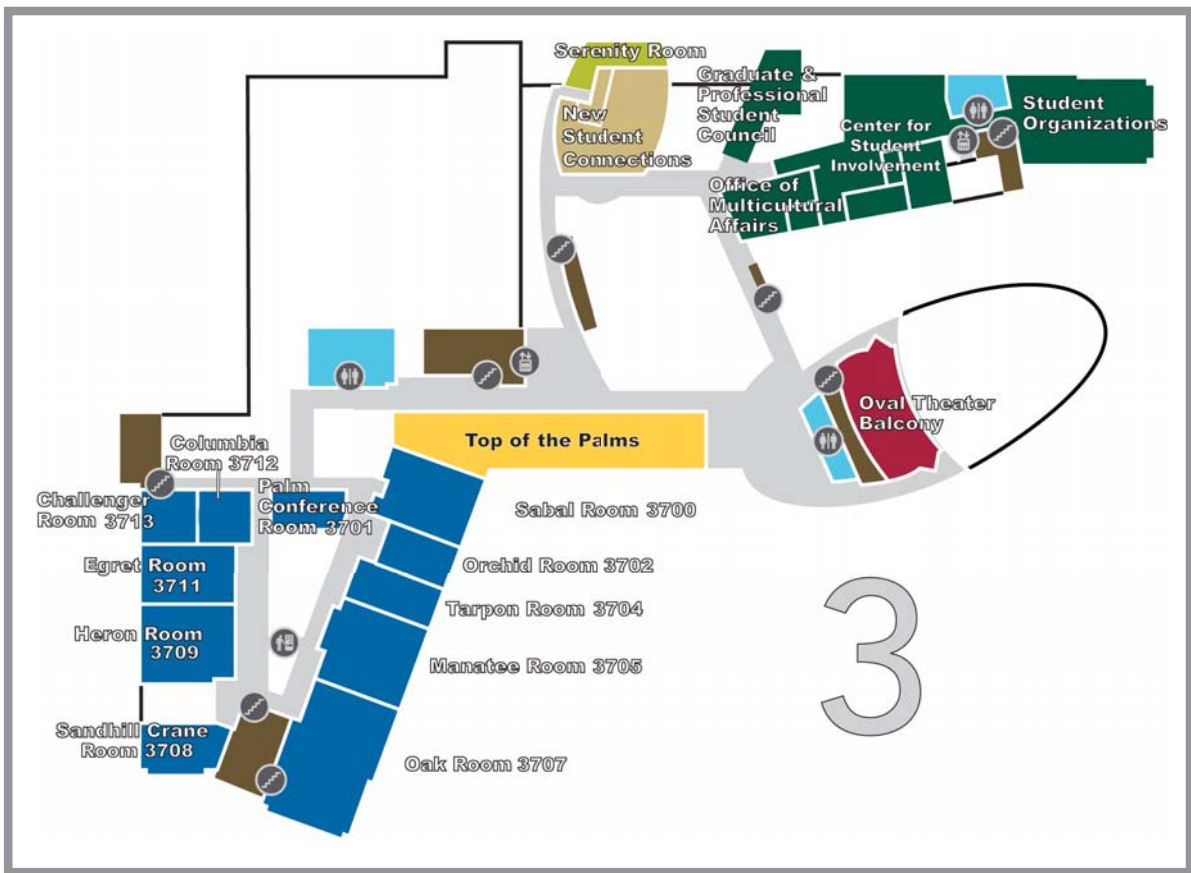
Location: Room 3709

Presenters: Brent Wolfe, Assistant Professor of Recreation and Tourism Management, Georgia Southern University
Larry Sparkman, Director, The Luckyday Citizenship Program, The University of Southern Mississippi

This session will teach participants new and creative activities for leadership development. These activities utilize technology ranging from cell phones to camcorders, from digital cameras to the Internet. Participants should come ready to have fun, participate, and learn why these activities can be effective in promoting leadership development, as these activities have been used extensively in servant leadership programs at Georgia Southern University and The University of Southern Mississippi.

UNIVERSITY OF SOUTH FLORIDA
MARSHALL STUDENT CENTER
4202 E. FOWLER AVENUE, MSC 4100
TAMPA, FL 33620
(813) 974-3180
[HTTP://MSC.USF.EDU/](http://MSC.USF.EDU/)



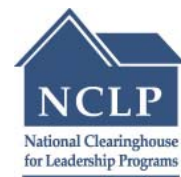




**One Dupont Circle, NW
Suite 300
Washington, DC 20036
www.myacpa.org**



**111 K Street, NE
10th Floor
Washington, DC 20002
www.naspa.org**



**0110 Stamp Student Union
University of Maryland
College Park, MD 20742
www.nclp.umd.edu**