

Envisioning the Future

ANNUAL REPORT

2010-2011



Illinois Leadership[®] Center



Envisioning the Future

by Sara Thompson, Director

In September 2002, the Illinois Leadership Center at the University of Illinois opened its doors for the first time. In our first year, we offered two i-programs, Insight and Intersect. By the next year, a third i-program, Ignite, was created, and the first course that became AGED 260 – Introduction to Leadership Studies, came into existence. Since that time, staff at the Leadership Center have strived to build a strong foundation for leadership education at the university. We currently offer five i-programs that occur at multiple times throughout the year, sustain partnerships with various colleges on a number of academic leadership courses, and collaborate with a number of student affairs and academic units.

As the Center looks to celebrate its ten-year anniversary this upcoming Fall 2012, a number of building blocks were recently laid that are necessary for leadership education to grow in the next ten years. We therefore title our 2011 Annual Report, “Envisioning the Future,” as the Center and

the campus-wide leadership initiative have made several strides in expanding leadership education.

Concluding a multi-year process, a Minor in Leadership Studies will be offered through the College of Agricultural, Consumer, and Environmental Sciences (ACES) that will be open to all students, regardless of academic background, and incorporate courses from each academic college. The Leadership Minor represents an interdisciplinary program of study at the University of Illinois, and combines high rigor with the opportunity to specialize one’s leadership education. Moreover, the College of ACES has sustained its partnership with the Leadership Center by agreeing to house the Program Coordinator for the minor within the Center’s office suite in the Illini Union. The program will begin accepting students this Fall 2011, and represents a significant building block to continue to grow leadership education opportunities for students at the University of Illinois.

An additional building block this past year was the creation of a comprehensive Leadership Workshop series. While the Center's i-programs remain the backbone of its services, students in the past have remarked that their ability to attend daylong programs that occur during the weekends and over academic breaks is sometimes compromised by other commitments. Therefore, over the past year, staff at the Center have worked to create a number of shorter leadership workshops that focus on specific skill-building for particular environments. In addition to workshops presented and facilitated by Leadership Center staff, we have also invited a number of successful Illinois alumni to return to campus to share their advice to students. These workshops have been highly successful – next year the series will likely be even larger.

Moreover, staff at the Leadership Center, with some additional support from consultants that are subject experts in their field, have worked to update the curriculum and materials used at three of our i-programs: Ignite, focused on organizational leadership; Imprint, focused on transitional leadership skills; and Insight, focused on self-awareness and self-management. Each of these programs has been modified to remain relevant and effective for today's Illinois students.

Lastly, several of our recent successes would not be possible without the financial support gained from our two corporate partners, Caterpillar, Inc. and Monsanto. Caterpillar's Brilliant Futures gift particularly has allowed us to create the Leadership Workshop series and have the flexibil-



ity necessary to update our i-program curriculum. We thank them for their support.

On behalf of the Leadership Center staff, I invite you to learn more about our office and initiatives in these pages. We are always interested in your thoughts and feedback – please share it with us!

Sincerely,

Sara Thompson, Director



Guiding Principles of the Illinois Leadership Center

The Illinois Leadership Initiative was established in 1999 with the belief that everyone can develop leadership skills. Our work is guided by a few overarching principles. We believe leaders need to ask, “Why?” just as often as they ask, “What?” and “How?” Leadership, at its essence, is about working with others to create positive change, and therefore must be based in a fundamentally service-focused and ethical foundation of values. It is about practicing global citizenship. Even before the Leadership Center was constructed, a committee of faculty, staff, students, and alumni collaborated to create our “Philosophy of Leadership” to reflect these principles.

In addition, we believe that leadership can be taught. While some may have more inherent skill at the practice of leadership than others, we believe everyone can enhance and refine their abilities to lead others. Therefore, we have created a set of

“Skills and Attributes” that we believe all effective leaders should possess. All of our programs and initiatives are designed to help students learn about and develop in these areas.

Our primary teaching strategy is simple. We believe students learn best when they have the opportunity to educate themselves, apply and practice what they’ve learned, and reflect on their experiences to create deeper personal meaning. The curriculum of our programs are designed around this fundamental belief, and therefore include cutting-edge leadership theory combined with engaging activity and discussion, along with opportunities to reflect individually and in small groups.

We firmly believe this cascading structure, where we align our values and priorities with the curriculum we teach, can be transformational for Illinois students.



Participants at an Insight Leadership program



Participants practicing teamwork at an Illinois Leadership program



The University of Illinois Philosophy of Leadership

At the University of Illinois at Urbana-Champaign, we believe that all students can exercise leadership. Leadership does not require formal authority or position and can be practiced by anyone interested in making a contribution and influencing a more positive future.

Leadership is a process of mutual influence directed at achieving purposeful results. The development of leadership begins with personal initiative and awareness -- understanding one's passions, motivations, strengths, limits, and personal values.

The process of self-discovery is ongoing, and the pursuit of leadership requires perseverance and a commitment to perpetual learning.

Building trusting relationships is essential for the work of leadership. Leadership never happens alone. By incorporating the diverse skills and viewpoints of others, individuals are empowered and group energy is mobilized to pursue collective goals. The practice of leadership is ethical in nature and includes a responsibility for the rights and welfare of those inside and outside of the group.



Skills-based Model of Leadership

INTRAPERSONAL DEVELOPMENT

Self-Awareness

Assessment of strengths and weaknesses, values, motivations, passions, leadership styles

Self-Management

Reflection, integrity, initiative, accountability, adaptability, goal setting, wellness

INTERPERSONAL DEVELOPMENT

Relationship Building

Empathy, inclusivity, impartiality, fairness, trust

Communication Skills

Listening, intercultural communication, non-verbal, verbal & written communication

Ethical Practices

Power and empowerment, decision-making, influence, integrity

Team Development

Facilitation, collaboration, conflict resolution, followership, compromise, assessing group strengths and weaknesses

ORGANIZATIONAL/GROUP DEVELOPMENT

Leading Change

Visioning, creativity, risk-taking, personal resiliency, modeling

Project and Program Effectiveness

Organizing, budgeting, planning, delegating, continuous improvement, recognition and celebration, recruiting, retention, documentation, assessing impact

Systems Thinking

Complexity, critical thinking, politics, environmental factors, technology

Community Building

Citizenship, cultural understanding, coalition building

TRANSITIONAL DEVELOPMENT

Sustaining Leadership

Networking, coaching, developing others, mentoring, perpetual learning



Lead Facilitator James Anderson, Assistant Professor in Agricultural Education, introduces student teams at Illinois Intersect.



Leadership Center Services

The Center provides unique, integrated leadership development opportunities to Illinois students that are a direct reflection of its philosophy in practice. ILC programs are open to all University of Illinois students at no cost, regardless of prior training or background.

i-Programs

i-Programs are day-long developmental training sessions where students spend up to nine hours deepening their understanding and ability to implement a focused area of leadership skills. These i-programs occur multiple times each year during both semesters, as well as during summer and winter breaks.

Leadership Workshop Series

Leadership workshops are focused on skills that can be implemented in precise aspects of leadership practice. In comparison to i-programs, they are shorter, occurring over the course of an hour or two. These workshops take two forms:

- **Individualized style assessment**

workshops: Students have the ability to assess their specific behaviors using both StrengthsQuest® and DiSC® personal assessment instruments.

- **Alumni workshops:** Each semester, alumni are invited back to campus to share their practical expertise and advice with students on various topics for professional and personal success.

These workshops are offered several times each semester, and open to students from all academic colleges.

Leadership Certificate

For students interested in making a deeper commitment to their development over the course of several semesters, the Center offers a campus-wide Leadership Certificate. One of the strengths of the Certificate is its collaborative design incorporating both academic and co-curricular educational experiences combined with the ability to apply learning in practical settings.

Minor in Leadership Studies

Officially offered beginning in the Fall 2011 semester, this 17-18 credit interdisciplinary minor is open to all students regardless of their chosen major or academic background. The Minor includes required courses, as well as elective courses from every academic college.



Participant at an Illinois Intersect Leadership program

Cavanaugh Leadership Resource Library

Funded by a gift from Richard Cavanaugh (Class of '82), the Leadership Center library includes a comprehensive offering of leadership books, articles, multimedia, and activity materials available for student, staff, and faculty check-out.

Graf Internship and Student Employment

The ILC offers competitive paid professional internships funded in part by a gift from John Graf (Class of '81). In addition, the Center employs a team of graduate assistants and undergraduate student staff to help coordinate administrative tasks and special projects.



Small Group Facilitator Pat Malik, Director of Beckwith Residential Support Services, at the October 2010 Illinois Insight Program



Highlights from 2010-2011

This past year was highly successful for the Illinois Leadership Center and its staff. A number of projects and initiatives were put in place to ensure effective leadership education for Illinois students for many years to come. Some of the most successful projects include rolling out a Leadership Workshop series, re-inventing several i-programs, helping to coordinate the successful passage of the new Minor in Leadership Studies, creating stronger partnerships with alumni and other community partners, and creating a speaker series.

Leadership Workshop Series

This past year, the Illinois Leadership Center created a series of one-time leadership workshops that took place over the noon lunch hour or in the early evening on campus. Overall, 62 workshops were conducted, reaching 1,300 students.

These workshops took four forms:

- 1) **Skills-based workshops** that covered very specific leadership contexts, such as facilitating effective meetings.
- 2) **Alumni workshops** where successful alumni were invited back to campus to share their insights and advice for Illinois students.
- 3) **Leadership Style workshops** that helped students recognize their preferred leadership behaviors using DiSC® and Strengths-Quest® personal assessment instruments.
- 4) **Leadership Certificate workshops**, which supported student development through the Leadership Certificate program.



Highlights from 2010-2011 continued

Re-inventing i-Program Curriculum

Several i-programs had not undergone a significant update or overhaul since they were originally created. This past year, Leadership Center staff worked with a number of campus partners and select off-campus experts to re-design the curriculum for Ignite, Imprint, and Insight. Significant to the new curriculum is that examples and contexts have been updated and made more current, pedagogical methods have been improved, and for Ignite and Insight, these programs now take place over one day. The first new iterations of these programs have been highly successful, with student participant feedback just as positive as for the Center's other i-Programs. More information can be found on Page 20.

Minor in Leadership Studies

In June 2011, the Illinois Board of Trustees voted to support the creation of an interdisciplinary Minor in Leadership Studies that would be open to all Illinois students regardless of home

college or academic standing. This historic vote capped an ongoing proposal process that began several years ago, and allows the creation of a leadership focused interdisciplinary minors on the Illinois campus. The Minor includes required courses, as well as elective courses from every academic college.

Director Sara Thompson Hired

After serving in an interim role for some time, Sara Thompson was hired permanently as the Director of the Illinois Leadership Center in December 2010. Sara has worked within the Center almost since its inception in various roles and with various responsibilities, and sat as an undergraduate student on the committee of faculty, staff, and students who established the Illinois Leadership Initiative in 1999.



Students in small group discussion at the May 2011 Illinois Ignite Leadership program



Highlights from 2010-2011 continued

New Illinois Leadership Center Website

Starting September 2011, the Leadership Center will have a completely new and re-designed website that includes more online services and information. While the focus on informing and funneling students into the Center's programs and initiatives is still a high priority for the new site, there have been significant additions made for two other populations that are increasingly part of the Leadership Center community – involved alumni and community partners, and other leadership educators at various national and international universities and institutions.

Chris Gardner Visits Campus

In February 2010, the ILC invited Chris Gardner, the author of the book and subject of the film, *The Pursuit of Happyness* to speak to an open audience of over 800 Illinois students. The event was also co-sponsored by the Illini Union Board,



Chris Gardner signs books for students after his talk.

University Housing, New Student Programs, the Office of Inclusion and Intercultural Relations, and the Bruce Nesbitt African American Cultural Center.



Illinois Alumni Larry Maus ('64 Business) engages with students after his keynote presentation at the February 2011 Illinois Imprint program.

Alumni Involvement

Over 65 alumni volunteered in Leadership Center events through serving as facilitators in i-programs, keynote and panel speakers, and as alumni workshop presenters on topics related to personal lessons around leadership.

"I found the experience to be most gratifying. The Illinois Leadership Center provides today's students at the University of Illinois an incredible service. I am sure those students who did participate found (today) to be one of their better Saturdays of the last few years. I was honored and proud to be a part of their experience and feel good about the contributions I was able to make."

**—Bala Ramakrishnan (Advertising '72),
Imprint Alumni Coach volunteer**

"Participating as (a volunteer) was a privilege ... a great opportunity for me to reflect on my career, learn with the students and improve my leadership. I am very sure my 'take-aways' from the day exceeded my effort. In many respects, I felt like a student again. Time was very well spent."

**—David Burritt (MBA '90),
Imprint Alumni Coach volunteer**



Impact Assessment: 2010-2011 Overall Participation

Formal Services

2,888 total students served, including:

- 85 Leadership Certificate completters
- 305 active Certificate students
- 1,222 i-program participants across 13 i-programs
- 1,300 Leadership Workshop participants
- 61 LeaderShape participants

Informal Direct Services

9,481 total students served through formal classroom presentations, informal presentations at various meetings or events, or through participation in student organization meetings or workshops.

- 2,325 students reached through in-class workshops or presentations
- 4,930 students participated in informal activities or co-curricular presentations

Website

68,567 visits, representing:

- 35,208 unique guests
- 39% from direct traffic
- 32% from referring websites
- 29% from search engines
- The average guest visits 8 pages and spends approximately 3:30 minutes
- 9% of guests are from countries other than the U.S.

Indirect Services

As the hub for leadership education at Illinois, the Leadership Center engages other campus units within Academic Affairs and Student Affairs to effectively craft their own leadership development courses, programs, and initiatives. A sample of key programs or initiatives that Leadership Center staff are intimately involved in include:

- The Sleeman Leadership Institute, serving over 100 first-year honors students in the College of Business
- Serving as instructors for LAS 122, Leadership and Society, serving over 200 first-year honors students in the College of Liberal Arts and Sciences
- Serving as instructors within the College of Agricultural, Consumer, and Environmental Sciences (ACES), where the Center's staff taught "Leadership in Groups and Teams" and "Leadership Ethics and Multiculturalism."
- Helping to present workshops for the Technology Entrepreneurship Center for their "Charm School Series," involving 80 student participants.
- Strategic partnerships with the Women in Chemistry program, Campus Recreation, and several others.



Certificate completer proudly displays his Leadership Portfolio at the Spring 2011 Completion Ceremony.



Impact Assessment: 2010-2011 i-programs

At the University of Illinois, i-programs serve as the Illinois Leadership Center’s signature programs. Taking place over the course of one day, i-programs are held throughout the academic year and during breaks. Each particular i-program is focused on a specific set of leadership skills, and are highly experiential; incorporating relevant leadership theory, cutting-edge pedagogy, and opportunities for discussion and reflection.

IGNITE

Focused on group and organizational development, students attending Ignite can learn about

“I really liked the focus on using alumni narratives to help teach the curriculum. They clearly showed what I can improve in my RSO [Registered Student Organization].”

– **Junior, Male International student in LAS**

1 program offered
64 students participated
11 volunteer facilitators

how to approach issues from a holistic perspective that includes aspects of system thinking. In addition, groups of students work collaboratively to explore and practice what it means to build a coalition and lead change.

IMPRINT

A professional conference focused on transitional development. Imprint teaches and helps students

practice essential skills for navigating change, such as network-

ing, mentoring, coaching, and perpetual learning. Returning Illinois alumni serve as facilitators and coaches for this program.

“Imprint was the most beneficial program I’ve ever attended. In fact, I believe it should be a mandatory program for all juniors and seniors. It is fun and very professional. And I got a mentor and friend out of the program!”

– **Junior, Male Latino student in LAS**

1 program offered
179 students participated
30 volunteer facilitators



INSIGHT

An introspective and engaging program that focuses on self-awareness and self-management skills. Students engage in individual reflection on their personal values and passions, partake in a personal style assessment to learn individual strengths, identify their personal philosophy of leadership and understand aspects of social identity.

“This program was a great experience for me. I not only learned great insight about myself but about others. This program opened my eyes to many values I did not notice I have.” – **Sophomore, Female African-American student in DGS**

4 programs offered
298 students participated
39 volunteer facilitators

INTEGRITY

Focused on helping students explore the intersections of values, morals, and ethics, this program allows students the opportunity to explore personal values and the impact those values have on leading with integrity while dialoguing with peers.

“Integrity helped me to realize that the decisions you make can shape you as a person. It taught me lessons about leadership that I can use here in college, but also take with me into the working world when I graduate.”
– **Junior, Caucasian female in AHS**

4 programs offered
277 students participated
39 volunteer facilitators

INTERSECT

An interactive program that helps improve teamwork and risk-taking skills through collaborative activities. Intersect focuses on the importance of interpersonal communication, particularly in team environments. Students engage in challenging team activities and explore their personal listening style to understand how their individual style of receiving information impacts relationships while working in groups.

“This program honestly changed my view on the world. Knowing that I am an evaluative listener was beneficial to me not only on a professional level, but a personal level. This helped me learn how to interact/communicate/listen in different situations whereas before I always listened in one way.” – **Junior, Asian-American male in BUS**

5 programs offered
404 students participated
50 volunteer student facilitators

Program Evaluation

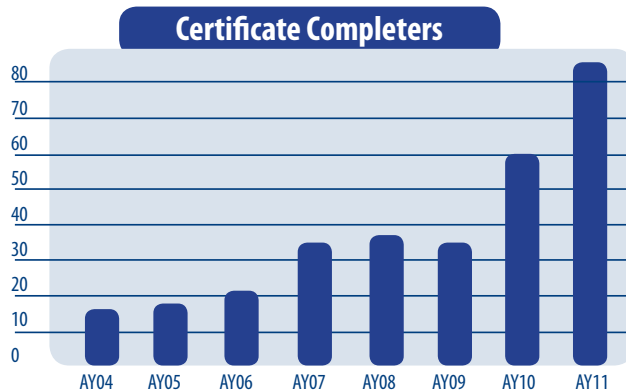
Each i-program offering continues to be evaluated very highly by the students who attend. This past year, **94%** of participants reported that they learned specific skills to apply to their leadership development, while **66%** reported being significantly impacted by their experience. These positive evaluations hold even when students are surveyed months later.



Impact Assessment: 2010-2011 Other Programs

Leadership Certificate

The Leadership Certificate has experienced tremendous growth in the past few years. A record high number of Illinois students – 85 – completed the program, while the number of consistently actively enrolled students grew to 305. This represents a 30% increase in the size of the program in just one year, and is consistent with the growth trend in the program since its inception in 2004-2005. In addition, a record 488 students attended a variety of workshops hosted by Leadership Center staff to improve their experience within the program.



Leadership Workshops

After a small pilot program in Spring 2010, the Leadership Center coordinated a comprehensive set of leadership development workshops this past year, where a total of 1300 students participated. Four separate types were offered:

- 1) **Alumni workshops** – presented by successful Illinois alumni, topics ranged from supervising diverse staff and making ethical decisions to determining one's professional passion.
- 2) **Style assessment workshops** – students have the ability to assess their specific behavior using both StrengthsQuest® and DiSC® personal assessment instruments.
- 3) **Skill-based workshops** – focused on highly specific contexts of applying leadership, topics included leading meetings, facilitating difficult conversations, and leading a multicultural team.
- 4) **Leadership Certificate workshops** – open to all enrolled Certificate students, these workshops are designed to help students create a transformative personal development plan, successfully work with a coach, create an effective Leadership Portfolio, and other topics.



Illinois LeaderShape® Institute

The LeaderShape® Institute is a nationally renowned six-day program designed to teach students skills related to leading with integrity, creating a vision, and learning the importance of developing meaningful relationships. In January 2011, 61 students from all academic colleges and involved in diverse student organizations completed the program.

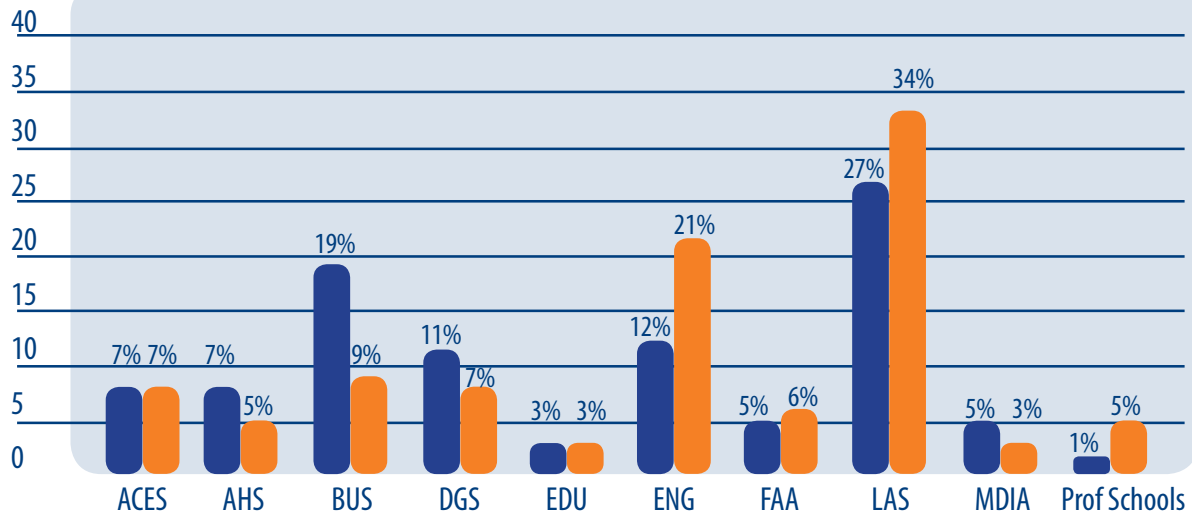
Illinois LeaderShape® Participants

Hemanth Asokan, ACES
Alexis Bargione, LAS
Taylor Beale, LAS
Bradley Beebe, BUS (Grad)
Christian Biviano, DGS
Natalie Bradford, AHS
Ingrid Brauer, ACES
Jonathan Brito, LAS
Danielle Brown, ACES
Kaitlin Clapper, LAS
Elizabeth Curtin, EDU
Joanna Dabrowska, LAS
Joseph Evertz, LAS
Lian Fan, ENG
Eileen Fleming, AHS
Victoria Frobish, ACES
Aakash Gandhi, LAS/ENG
Amy Germann, BUS
Katherine Girone, ACES
Natali Gracia, EDU
Yinlai He, BUS
Jasmine Hill, Media
Chien-Tang Huang, ENG
Wenxun Huang, ENG
Yu-Chien (Ruth) Huang, Media

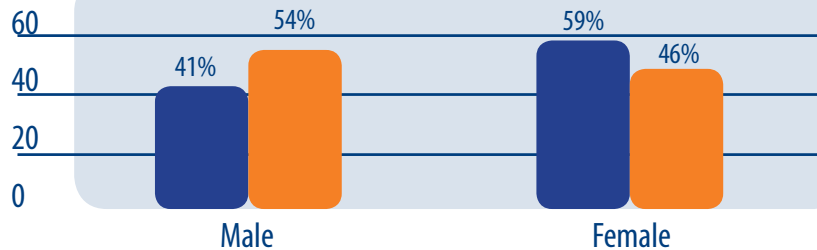
Julian Ignacio, BUS
Terrance Jackson, LAS
La Toya Jones, DGS
Behrang Khoshnood, ENG
Lauren Kmiecik, ACES
Shaina Kolzow, ACES
Nicholas Kubiak, ENG
Jaydeep Laljani, ENG
John Ley, FAA
Debbie Liu, AHS
Elias Martinez, LAS
Brittany McLean, BUS
Jyoti Mishra, AHS
Timothy Mueller, BUS
Shihao (Frank) Niu, BUS
Emeka Okekeocha, ENG
Anna Olsen, AHS
Stacey Robberson, LAS
Carlos Rodriguez, FAA
Sarah Rodriguez, AHS
Fadya Salem, AHS
Urvi Shah, DGS
Amy Spinabella, BUS
Elizabeth Stickel, Media
Kasandra Swanigan, LAS
Ashlea Thomsen, Media
Kimberly Thomson, ACES
Lisa Virgilio, EDU
Kristen Marie Wanderlich, LAS
Peter Zhu Wang, ACES
Jonathan Weisman, LAS
Callie West, EDU
Vita Wu, AHS
Chenyang (Ben) Xu, ENG
Haichuan (Charlie) Yu, ENG
Wenan (Danny) Zheng, LAS

Impact Assessment: 2010-2011 Participation Demographics

By Home College

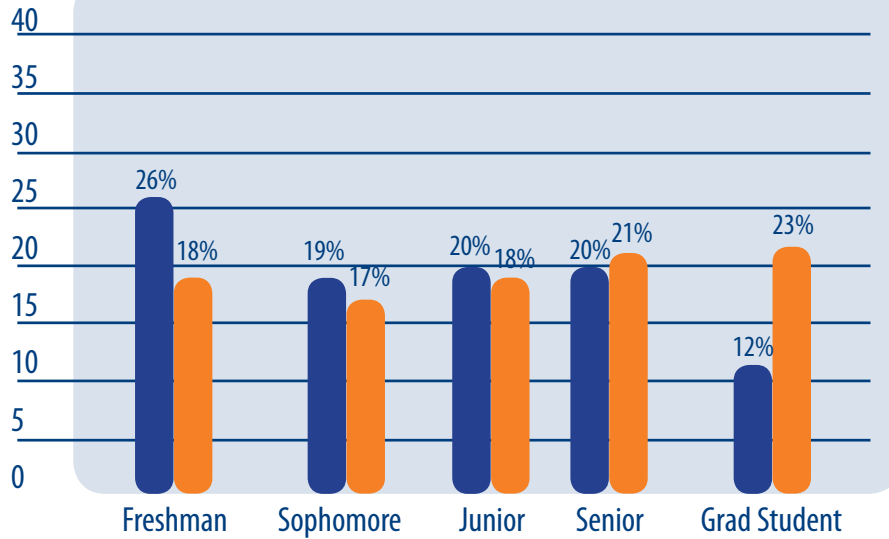


By Gender

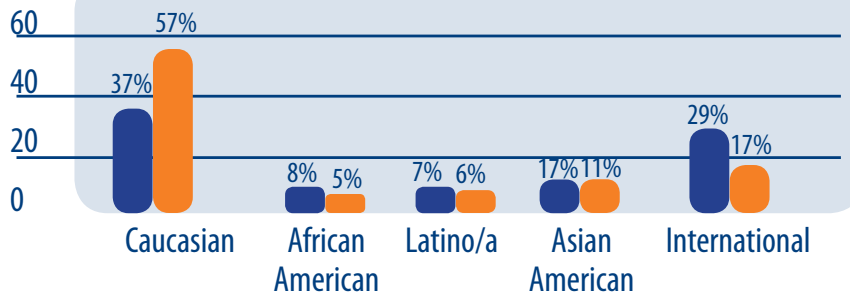




By Class Year



By Race



■ ILC
■ Campus



Significant Collaborations

College of Agricultural, Consumer, and Environmental Sciences:

- Incorporation of leadership education into several academic courses, including ACE 436, AGED 260, AGED 340, AGED 360, AGED 380, NRES 298, and NRES 456
- Dr. James Anderson, Assistant Professor in HCD, served as a lead facilitator for Intersect

College of Applied Health Sciences

- The Leadership Certificate program can be used to fulfill a James Scholar Honors requirement for AHS students

College of Business

- Leadership Center staff continue to help coordinate the Sleeman Leadership Institute for first-year honors students
- The Leadership Certificate program can be used to fulfill a James Scholar Honors requirement for BUS students
- Conduct training for Resident Advisors for the LEAD development program

Division of General Studies

- Coordinated the leadership education components for the Stamp Scholar program

College of Education

- Kathy Ryan served as a LeaderShape facilitator

College of Engineering

- Provided leadership education components for ENG 298
- Provide web support for curriculum taught in GE 361
- Collaborate with Engineering Career Services for leadership resume critique sessions

College of Liberal Arts and Sciences

- Create leadership education curriculum for the Women in Chemistry program
- Staff at the Leadership Center served as facilitators for LAS 122

College of Media

- Heather Zike served as facilitator for several Leadership Center Programs



Students during social time at an Illinois Insight Leadership program

Alumni Voice



Dan Duster

Graduated 1991, College of Business

A member of the University of Illinois Student Affairs Advisory Council, Dan visited campus this past February 2011 to serve as a facilitator for Imprint.

What advice do you have for students?

I suggest that students join at least three types of organizations during their time at Illinois – one related to their major, one related to a cultural group, and one that is outside of their comfort zone. It doesn't get any easier after you graduate college. Cultural competency is really important. I wish I had done more in this area as a student. Reach out to other cultures and really get to understand them while you are in college.

What is the value of leadership training?

Everyone has the opportunity and potential to be a leader. A lot of it begins with self-discovery. You have to lead yourself before you lead others. So when people become more in tune with who they are, build confidence, they can then go out and be able to impact others. A leader needs to be able to help others cultivate their leadership skills.

Why do you stay involved with Illinois, particularly helping to facilitate Imprint?

I was very involved as a student and participated in a lot of programs. I'm now really excited for the opportunity to come back and help other students. Imprint gives me the opportunity to connect with them, learn more about leadership, to share what I know about leadership, and to contribute back to campus.

Student Voice

What advice do you have for students?

My advice to students is to really take advantage of all the opportunities at the Illinois Leadership Center. They're all free to students and it is really important to get involved early. I got involved my freshman year, which snowballed into working here in my senior year. I am really excited that I had this opportunity and I hope other students take advantage of what we have to offer.

What is the most valuable skill you've learned from the ILC?

I believe I have learned two specific skills from the Illinois Leadership Center. One is that listening is extremely important. As a communication major, we learn how to best communicate our point. At the I-Program Intersect, I learned it is just as important to listen to make the interaction complete. (Also), at Imprint I learned how valuable networking can be. It is not just something that happens once you are out in the business world. It is something that really needs to start occurring now and you need to start to practice. At the end of the day, networking is more important than your resume.

How has leadership training contributed to your success?

Leadership training has definitely contributed to my success; both as a student and now as an intern at the health care manufacturing company where I have been working for the last few years. Not only have I gained confidence, but I have really stood apart from other interns. I was able to complete an internship made for me this summer in sales & marketing. I believe that my background in leadership really set me apart from those other students and made me a much more confident individual.



Corey Bandur Senior
Communications, College of Liberal Arts and Sciences

An active participant in the Leadership Center, Corey completed her Leadership Certificate in 2011 and worked as a student employee in the Leadership Center.



Contributions to the Field of Leadership Education

Staff at the Leadership Center are intimately involved in national and international organizations focused on higher education leadership education and research.

Professional Organizations

- Sara Thompson continued her term as the out-going Chair of the Leadership Education Member Interest Group (MIG) within the International Leadership Association (ILA), and began a one-year term as Past-Chair, responsible for helping the MIG create connections with other leadership education organizations.
- Dave Rosch concluded his role as Team Lead of the Member Resources Team within the Leadership Education MIG in ILA.
- Dave Rosch was chosen to serve a two-year term as Co-Chair of the National Leadership Sym-

posium, an annual event that serves as a partnership between the National Clearinghouse for Leadership Programs (NCLP) and National Association of Campus Activities (NACA).

Presentations

- Dave Rosch presented “Assessment 2.0: Assessment Challenges and Opportunities” at the ILA 2010 Annual Conference, along with colleagues from other institutions.
- Kirstin Phelps presented “Quests, Trolls, and Dungeons, Oh My! Leadership Development 2.0” at the ILA Annual Conference, along with a colleague from another institution.
- Leslie Schwartz presented “Coaching 2.0: Learning Leadership through Creative Coaching Models” at the ILA Annual Conference, along with colleagues from other institutions.



Students participating in a team building exercise at an Illinois Intersect Leadership program

Publications

- Dave Rosch co-authored “Powerful Pedagogies” a chapter on classroom leadership instruction in *The Handbook of Student Leadership Development*, 2nd ed., released in Spring 2011 through Jossey-Bass publishing.

- Dave Rosch published “What Do We Mean When We Talk About Leadership?” in *About Campus*, Volume 15, Issue 5, along with another colleague.

- Dave Rosch published “The Overlap Between Emotional Intelligence and Post-Industrial Leadership Capacity: A Construct Validity Analysis” in the *Journal of Leadership Education*, Volume 10, Issue 1, along with other colleagues.

- Dave Rosch published “Recent Alumni Perceptions of Hall Government Leadership Learning” in the *Journal of College and University Housing*, Volume 37, Issue 2.



Illinois Leadership Coordinating Committee (ILCC)

The Illinois Leadership Coordinating Committee (ILCC) made significant progress this past year, building on the foundation established by previous ILCC groups. The group was comprised of 41 members representing each academic college and several units within the Division of Student Affairs, who are listed on the opposite page.

A summary of the significant accomplishments of the group are:

Academic Minor in Leadership Studies

The Academic Minor working group spent much of the year helping to guide the passage of the proposed Minor through university governance structures. The proposal was approved by the Department of Agricultural Education, College of ACES, University Faculty Senate, and Board of Trustees. A Program Coordinator will be hired and this interdisciplinary minor will be offered to all interested Illinois students beginning in the Fall 2011.

Shared Fundraising Pilot

The Advancement Working group piloted a shared fundraising model. Vice Chancellor Schroeder and Associate Vice Chancellor Williamson from the Office of Institutional Advancement approved the pilot phase of the model. Representatives from the Colleges of Business, Engineering, Agricultural Consumer and Environmental Sciences, and Liberal Arts and Sciences as well as Student Affairs and the Foundation are working together to implement fundraising strategies for both prospective corporate and individual donors. Key accomplishments this year include a) creating a promotional document for campus leadership priorities within the Illinois Leadership Center and the academic units involved, b) identifying prospective donors and corporations to advance fundraising efforts for Illinois Leadership, c) proposing a revised corporate fundraising model for Illinois Leadership, and d) training of advancement personnel in the involved units.

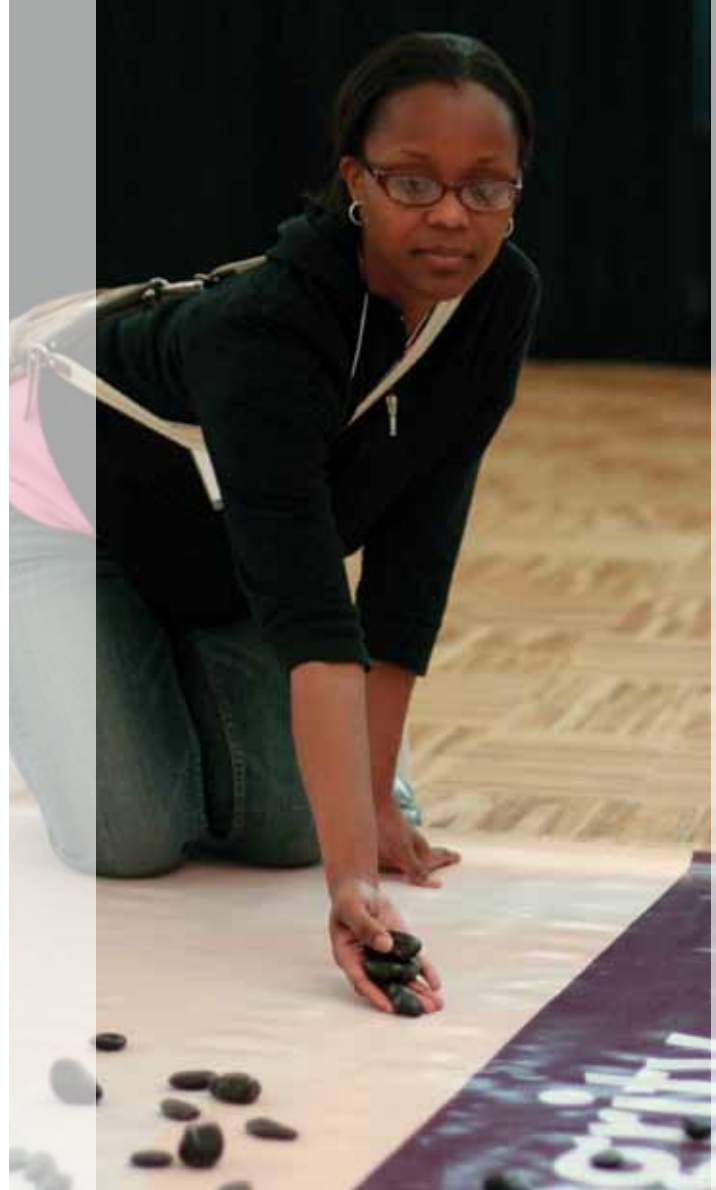
Graduate Student Research Paper Competition

The Leadership Research Community (LRC) proposed a research paper competition for graduate students culminating in an awards reception hosted by the Illinois Leadership Center. The aim of the competition is to a) create relationships among researchers from different disciplines and b) build momentum for conducting research in the study or practice of leadership on campus. The group will continue its work by implementing the competition and hosting the first awards ceremony in early October 2011. Monetary awards will be provided to the award recipients.

i-Program Curriculum Review

The i-program Working Group reviewed the Insight and Ignite i-programs which were recently revised from multi-day programs to single day programs. Suggestions were also made about ways to assess the Ignite pilot program in May 2011.

The ILCC also supported a Student Leadership Advisory Group, comprised of 14 students from different academic colleges. The students served to represent the diversity of students found at the University of Illinois. The group provided constructive feedback and advice on strategic initiatives and represented the Leadership Center at important events.



Small group facilitator Denise Poindexter, Illini Union Board Program Advisor, lays her cairn at the close of the Illinois Integrity Leadership program

ILCC Members, 2010-2011

ADVANCEMENT Working Group

Barry Dickerson	ACES Advancement, Co-Chair
Lissa May	U of I Foundation, Co-Chair
Brett Clifton	ENG Administration
Karen Bender	Office of Corporate Relations
Shane Carlin	Student Affairs Advancement
Jennifer Davis	U of I Foundation
Martin O'Donnell	Library Advancement
Sara Thompson	Illinois Leadership Center
Brittany Wilson	BUS/Business Development
Joan Volkmann	LAS Advancement

i-PROGRAM CURRICULUM REVIEW Working Group

Kirstin Phelps	Illinois Leadership Center, Chair
Theresa Benson	Counseling Center
LaTanya Cobb	Illinois Leadership Center
Domonic Cobb	Office of the Dean of Students
Marc Goldaman	University Housing
Meghan Hazen	DGS/Center Advising & Academic Services
Jami Houston	Campus Recreation
Herb Jones	Residential Life
Joe Minarik	Counseling Center
Leslie Schwartz	Illinois Leadership Center
Anna Simon	University Housing
Gail Rooney	The Career Center

MINOR IN LEADERSHIP STUDIES Working Group

Michael Loui	Electrical & Computer Engineering, Chair
Lisa Burgoon	College of ACES
Shirley Faughn	Communications
Kim Graber	Kinesiology & Community Health
Violet Harris	Curriculum & Instruction

Laurie Kramer	College of ACES
Kristi Kuntz	Office of the Provost
David Lange	Civil & Environmental Engineering
Geoffrey Love	Business Administration
Ann Mester	LAS/Administration
David Rosch	Illinois Leadership Center
Marian Stone	FAA/Administration

LEADERSHIP RESEARCH COMMUNITY Working Group

David Rosch	Illinois Leadership Center, Chair
James Anderson	ACES/Human & Community Development
Fritz Drasgow	LAS/Psychology
Jennifer Greene	EDU/Educational Psychology
Jon Patrick Grenda	Beckman Institute
Kari Keating	ACES/Human & Community Development
Russell Korte	EDU/Human Resource Education
Daniel Newman	LAS/Psychology
Greg Northcraft	BUS/Administration

STUDENT LEADERSHIP ADVISORY TEAM

Alicia Lindquist	FAA
Baozhen Li	FAA
Christian Sadi	ENG
Derrick Rhodes	ACES
Elizabeth Pelletier	AHS
Janeen Foriest	LAS
Ken Beyer	BUS
Michelle Gao	BUS
Natalie Bradford	AHS
Paul Stanton	MDIA
Yun Jin	DGS
Krista Baum	LAS
Laura Beyer	AHS
Neha Singh	LAS



Small group facilitators Lori West, Assistant Director in Advising and Academic Services in the Division of General Studies, and Irwin Harrison, Director of the Native American House, at an Illinois Insight Leadership program



Individual and Corporate Partner Support

Gifts from individuals and corporate partners are essential for the Center to meet high student demand for our programs and to sustain the growth of its initiatives. We welcome additional financial support, which may come in the form of endowments and annual gifts. To learn more about the ways you can invest in Illinois students' leadership development through the Illinois Leadership Center, please visit our website at www.illinoisleadership.illinois.edu

Corporate Partners

Caterpillar Foundation

As part of the Brilliant Futures Campaign, the Caterpillar Foundation provided a direct gift of \$500,000 over four years to expand leadership education at Illinois. Funding from Caterpillar has been instrumental in allowing the Center to offer the leadership workshop series, personal leadership style assessments, and other educational opportunities.

Monsanto Company

Monsanto provides funds which support the Leadership Center's i-programs; essential support

which allow us to continue offering high-quality leadership development opportunities at no cost to students.

Endowments

Tony Petullo (Class of 1961, Business)

Mr. Petullo's gift served as the initial funding for creation of the Illinois Leadership Center and its programs, and his generosity and passion for open-access leadership opportunities continues to provide valuable leadership education to all Illinois students by supporting essential Center programs.

John Graf (Class of 1981, Liberal Arts and Sciences)

Influenced by his experience as a working college student, Mr. Graf and his wife Maureen provided funds to endow a pre-professional internship program at the Illinois Leadership Center. The Graf Internship provides financial support to undergraduate students every year to learn valuable leadership and organizational skills in a professional environment.



Richard Cavanaugh (Class of 1982, Engineering) and Timothy R. Cavanaugh (Class of 1979, Fine and Applied Arts)

The Illinois Leadership Center’s Cavanaugh Leadership Library contains over 1,000 popular press books, research texts, multimedia resources, and materials supported by this endowment. Through the generosity displayed by the Cavanaugh’s, the Leadership Center is able to provide and continually update the most recent leadership resources to the campus community.

John and Leann Moss

John and LeeAnn Moss endowed the Jeffrey Moss Memorial Fund in order to recognize the great work of collaborators across campus working with the Leadership Certificate Program as they served as Leadership Coaches. The Memorial Fund recognizes the legacy of Jeffrey Moss, who was known for his passionate support and mentoring of students.

Challenge Grant


The Center was provided an extraordinary opportunity this summer due to the inspiration of two dedicated alumni, Tony Petullo ('61 BUS) and John Graf ('81 LAS), who agreed to match any new gift up to \$10,000 made to the Illinois Leadership Center before June 30, 2011. Not only was the grant successful in terms of meeting its goal, but it also helped reconnect previous participants and alumni to the Leadership Center. The grant raised over \$34,500, which will be used to support the Center’s programs and services. The Center is thankful to everyone who supported this exciting event.

Individual Gifts

The Leadership Center and its programs are also supported by a number of individual and private donors. We recognize these individuals for their support of Illinois Leadership and their investment in the leadership education of Illinois students.

Mr. David L. Allspach
Mr. Douglas Bach
Mr. Willard L. Broom and Mrs. Anne M. Broom
Dr. Eric Edson and Mrs. Louise Sadowsky Brock
Mr. Scott L. Becker
Mr. Eric R. Bill
Mr. Gabriel August Burt
Ms. Virginia L. Byrne
Mr. John E. and Mrs. Mary L. Collins
Mr. Christopher S. Dillion
Mr. Francisco A. Roque and Ms. Mary Lynn Eubanks
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Mr. John A. Graf
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Ms. Stephanie A. Sideman
Mr. David A. Smiley
Mr. Aaron W. Smith and Mrs. Tia M. Schoth
Mr. Adam M. Schwartz
Mr. Rodney M. Stoll
Ms. Susan K. Snowden
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Ms. Nancy L. Snowden
Mr. Anson Wong and Mrs. Shuk Ying Lau
Mr. Charles E. Thompson
Mr. Diego Alonso Torres
Ms. Sara E. Thompson
Ms. Joan M. Volkmann
Ms. Khristina E. Weaver
Mr. Peter A. Weitzel
Mr. Robert C. Wallon
Mr. Timothy A. Wayne
Mr. Craig D. and Mrs. Rebecca A. Vallorano
Mr. Yin Zhang



Neha Mehra ('11 Journalism)
2011 University of Illinois Student Employee of the Year

Neha Mehra was recognized as Student Employee of the Year for the University of Illinois and Student Employee of the Year for the State of Illinois.

As the first multimedia student employee hired by the Illinois Leadership Center this past academic year, Nehra was responsible for overseeing the Center's online branding through social media outlets; interviewing and editing footage of alumni and student interviews; and creating sound bites and testimonials for the Center to incorporate into its marketing initiatives. Mehra was nominated for the University of Illinois Student

Employee of the Year and won top recognition from among nineteen other nominees. As the campus winner, Mehra's nomination was forwarded on to the State of Illinois for consideration, and she was also recognized as the State of Illinois Student Employee of the Year by the Midwest Association of Student Employment Administrators. Mehra is the second University of Illinois winner to also be awarded state recognition since the university has started the student employee of the year recognition event.

Staff

Professional Staff



La Tanya Cobb, Program Director



Angela Ennis, Administrative Aide



Kirstin Phelps, Program Director



Dave Rosch, Assistant Director



Leslie Schwartz, Program Manager



Sara Thompson, Director

Graduate Students



Danielle Davis, Graduate Assistant



Phil Johnson, Graduate Assistant

John Graf Interns



Enrique Guerrero (top middle)
Senior, College of Liberal Arts and Sciences

Paula Guzman (far right)
Senior, College of Business

Kirstin Musetti (bottom middle)
Junior, College of Liberal Arts and Sciences

Steve Kim (far left)
Senior, College of Engineering

Student Staff



Corey Bandur, Senior

Ken Beyer, Junior

Derrick Rhodes, Junior

Amy Fitzjarrald, Senior

Salvador Hernandez, Senior

Carrie Hokl, Sophomore

Terrance Jackson, Junior

Michelle Lao, Senior

Neha Mehra, Senior

Courtney Wolff, Junior

“Thank you to all our volunteers!”

In addition to the Illinois Leadership Center staff, over **475** Illinois faculty, staff, students, corporate representatives, and community members have supported the Illinois Leadership Center through:

- serving as lead and small-group facilitators at i-programs
- presenting at workshops
- mentoring students as Leadership Certificate coaches
- serving on the Illinois Leadership Coordinating Committee

The Leadership Center staff thanks everyone for their continued enthusiasm and help in providing quality leadership experiences for Illinois students!

2011-2012 Calendar of Events*

July 2011 Intersect in Chicago (Sunday, July 24)

September 2011 Intersect (Saturday, September 17)
Leadership Certificate Kick-off (Wednesday, September 21)
Integrity (Saturday, September 24)

October 2011 Ignite (Saturday, October 8)
Insight (Saturday, October 22)

November 2011 Intersect (Sunday, November 6)

December 2011 Leadership Certificate Winter Completion Ceremony (TBD)

January 2012 Insight in Chicago (Friday, January 6)
Insight in Chicago (Saturday, January 7)
LeaderShape (Sunday, January 8 – Friday, January 13)
Integrity (Friday, January 13)

February 2012 Intersect (Saturday, February 4)
Ignite (Saturday, February 11)
Imprint (Saturday, February 25)

March 2012 Integrity (Saturday, March 3)
Insight (Saturday, March 10)

April 2012 Leadership Certificate Spring Completion Ceremony (Tuesday, April 24)

May 2012 Ignite (Monday, May 14)

June 2012 Intersect (TBD)

*[Leadership Workshop series will be scheduled in August 2011]