This year, the Illinois Leadership Center (ILC) celebrated its 15th Anniversary. Our celebration culminated with a wonderful event on May 4th at the Illini Center in Chicago, Illinois. Over 60 donors, former employees, past participants in our programs, volunteers, and friends of the ILC were a part of this special event. We even had a surprise visit from President Killeen and Chancellor Jones!

As we reflect on the ILC’s first 15 years, we have provided transformative leadership experiences for our Illinois students. While we have a storied past, we would be remiss if we did not continue to strive for excellence in all our work. We remain committed to our vision of seeking to be an internationally acclaimed provider of leadership education, research, and experiential opportunities for students. Throughout our annual report you will see updates and highlights of our successes.

Our next 15 years plan to be just as productive, with some big goals for the future! They include:

• By 2027, every undergraduate will have at least one formal leadership experience
• A stand-alone leadership Center
• Adding additional full time staff
• Endowing the directorship

When we think about our work at the ILC, we are constantly reminded of our why -- Because the world needs better leaders. We are in a position to help our outstanding Illinois students be the better leaders we need today!

Gayle Spencer, Ph.D.
Director
Illinois Leadership® Center

The Illinois Leadership® Center (ILC) opened its doors in 2002 as a partnership between Academic Affairs and Student Affairs to provide a comprehensive leadership education program for students at Illinois.

I-Programs
Day-long workshops that focus on an aspect of leadership practice. These programs are designed to include theoretical investigation, personal reflection, networking, and practical application.

Leadership Workshops
One-hour workshops designed for student organizations and classes on topics such as personal strengths, communication, motivation, strategic planning, conflict management, empathy, and teamwork.

Minor in Leadership Studies
A 17-18 credit interdisciplinary academic minor open to all Illinois students. It aims to enhance understanding of leadership theory across diverse contexts.

leadership.illinois.edu
Leadership Certificate
A multi-semester experience that combines classroom instruction, hands on experience, reflection, and leadership coaching.

Leadership Consulting
Personalized consulting to address challenges in student organizations.

The Institute by LeaderShape®
A six-day, five-night leadership retreat focused on relationship building and the importance of leading with integrity.

Cavenaugh Leadership Resource Library
Located in the Illinois Leadership Center, the Cavenaugh Library offers over 1,000 leadership resources available for checkout.

HIGHLIGHTS
• Created the Illinois Leadership Inventory (ILI), an online assessment tool designed to engage students in leadership self-assessment and provide resources for further learning.
• Redesigned the curriculum for the Integrity and Ignite i-Programs based on evaluation data and current trends in leadership education.
• Developed a partnership with the College of Liberal Arts and Science and the Division of General Studies to deliver strengths workshops in first-year courses.
• Celebrated the 15th anniversary of the ILC by publishing “15 Reasons to Love the ILC” and hosted a 15th year celebration at the Illini Center in Chicago on May 4, 2018.

IMPACT
• 9,315 students participated in a formal leadership education program
• 6,526 participated in leadership workshops
• 1,210 participated in i-Programs
• 500 were enrolled or completed the certificate program
• 6,023 served in informational outreach sessions/resource fairs
Leaders are individuals who work with others to create positive change. Leadership can be practiced by anyone interested in making a contribution, regardless of formal authority or position.

Leadership development begins with self-knowledge—understanding one’s passions, motivations, strengths, limits, and personal values. Leaders are committed to continual self-discovery, reflection, and learning.

Learning to work with others is essential, since leadership never happens alone.

Leadership is exercised as members of teams, business, civic, and community organizations, and as global citizens. Leaders recognize and value the multitude of voices, opinions, experiences, and identities in our workplaces and communities, and as leaders, we work to promote greater inclusivity and respect.

At the University of Illinois, students learn and practice leadership in their academic coursework and out of classroom activities.
**“COMMUNITY/SOCIETY” LEVEL**
The values and actions of individuals, teams, and organizations interact with and affect the broader communities in which they are situated. Leaders are role models and influencers with several communities simultaneously, and must possess skills and attitudes consistent with success in this larger context.

**“ORGANIZATION” LEVEL**
Significant accomplishments achieved within organizations are the result of teams interacting together. Leaders must navigate systems and influence people when they do not have interpersonal relationships with all others.

**“INTERPERSONAL/TEAM” LEVEL**
Effective leadership requires working with and influencing others to achieve common goals and shared vision. Leaders need to develop skills for building personal, authentic, and productive relationships.

**“PERSONAL/SELF” LEVEL**
The practice of effective leadership begins within oneself. Leaders work to develop a set of individual skills and attitudes necessary for being productive members of society.
### I-PROGRAMS

1,210

i-Program participants

13

i-Program sessions

90%

of attendees rated i-Programs as Excellent/Good

### PETULLO INSIGHT

Discover your strengths and how they impact you as a leader.

2

PROGRAMS

167

PARTICIPANTS

“Insight takes you on a self-discovery journey, buckle up and enjoy the ride!”

- Man, College of Fine and Applied Arts

### IGNITE

Develop skills for group and organizational development, leading change, and systems thinking.

2

PROGRAMS

169

PARTICIPANTS

“(I learned) a lot about change, reactions to changes as well as organizational systems and how they can work together to create change.”

- Woman, International, Gies College of Business

### INTERSECT

Learn skills in relationship building and team development.

2

PROGRAMS

184

PARTICIPANTS

“I gained more perspective about communicating with others and working with them.”

- Woman, Black/African American
**IMPRINT**
Cultivate skills to manage change and learn how to develop and maintain personal and professional networks from alumni who are leaders in their field.

1 PROGRAM | 212 PARTICIPANTS

“Imprint is a giant networking opportunity to learn about leadership and networking from qualified individuals.”

- Woman, Asian-American, Division of General Studies

**INNOVATION**
Focus on skills related to innovation, creativity, and diversity as it applies to problem solving.

2 PROGRAMS | 177 PARTICIPANTS

“I learned that great things can be accomplished when people work together, and use different strategies to problem solve.”

- Woman, Latinx

**INTEGRITY**
Investigate your personal values and intersections of morals, ethics, and integrity.

2 PROGRAMS | 148 PARTICIPANTS

“I learned what it really meant to have integrity. Also a better understanding of my core values and how they influence the decisions I make.”

- Man, Asian-American, College of Liberal Arts and Sciences

**INCLUSION**
Explore concepts such as equity, equality, diversity, inclusion, and bias in relation to leadership.

2 PROGRAMS | 153 PARTICIPANTS

“I learned about privilege, the importance of an open dialogue, equality vs. equity, and unconscious bias.”

- Woman, College of Media
I-PROGRAM DEMOGRAPHICS

Race/Ethnicity & International Status

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*Campus data from Division of Management Information Spring 2018
**i-Program registration information via Banner (n = 1,210)

Home Country of Participants

32% of all i-Program attendees were international
Participants by College

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Participation by Academic Year

- Freshman 21%
- Sophomore 27%
- Junior 21%
- Senior 20%
- Graduate students 9%
- Unknown 2%

Participants Gender

- Campus
- i-Program

- Campus: 33%
- i-Program: 54%

Campus: 46%

i-Program: 67%

*Campus data from Division of Management Information Spring 2018

**i-Program registration information via Banner (n = 1,210)
The Leadership Certificate Program provides students with a customized experience that integrates leadership education, reflection, and experience over multiple semesters. Students are matched with a Leadership Coach and create a Leadership Portfolio that documents their leadership growth.

**The Jeffrey Moss Outstanding Leadership Coach Award**

This year’s recipient was Donald Hardin. Don is currently a Visiting Instructor for the Department of Recreation, Sport, and Tourism.

**The Outstanding Portfolio Award**

was given to two students for extraordinary creation of their Leadership Portfolios. This year’s recipients of the Outstanding Leadership Portfolio Award were Marina Porras-Gomez and Tai Lok Yan Carina.

**406 active certificate students as of 6/30/18**

**94 certificate completers in 2017-2018**
CERTIFICATE DEMOGRAPHICS

Race/Ethnicity & International Status

- African American: 9%
- Asian/Pacific Islander: 17%
- Caucasian: 29%
- Latinx: 4%
- Multiracial: 9%
- International: 32%

92% of completers would recommend the certificate program to a friend.

Participation by Academic Year

Freshman: 15%
Sophomore: 23%
Junior: 27%
Senior: 31%
Graduate students: 4%

Participants by College

- Liberal Arts and Sciences: 32%
- Gies College of Business: 17%
- Division of General Studies: 15%
- College of Engineering: 11%
- ACES: 9%
- Applied Health Sciences: 7%

Certificate data comprises active students as of June 30, 2018 (n = 406)
WORKSHOPS

A variety of leadership development programs are offered in classes, Registered Student Organizations (RSO’s), or other group settings. These workshops are 60-90 minutes in length, are highly experiential, and delivered by trained facilitators.

- **CLIFTON STRENGTHS**
  - **133**
  - Better understand your talents to improve your own self efficacy, and your teams.

- **COMMUNICATION**
  - **23**
  - Recognize different types and styles of communication.

- **TEAMWORK**
  - **19**
  - Learn strategies to work more efficiently and develop a more effective team.

- **OTHER WORKSHOPS**
  - **16**

- **CONFLICT MANAGEMENT**
  - **15**
  - Develop techniques to tackle difficult conversations.

- **STRATEGIC PLANNING**
  - **12**
  - Create long-term organizational stability through goal setting.

- **EMPATHY**
  - **9**
  - Understand other’s perspectives and emotions without necessarily agreeing with them.

- **MOTIVATION**
  - **6**
  - Understand the ins and outs of motivating others.
The Institute by LeaderShape® 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 2017, 64 students from diverse academic colleges and backgrounds participated in the program.

The Illinois Leadership Coordinating Committee (ILCC) is comprised of approximately 50 faculty, staff, and students who support leadership initiatives for Illinois students. Leadership education continues to enjoy broad support on campus. The ILCC has members from ten undergraduate-enrolling colleges or units, the Foundation, and multiple Student Affairs Departments.
In August 2017, the ILC launched the Illinois Leadership Inventory (ILI). The ILI is an online self-assessment tool based on the Illinois Model of Leadership that includes four modules covering each level of practice (Personal/Self, Interpersonal/Team, Organization, and Community/Society). Upon registering, visitors answer a series of questions to evaluate their leadership abilities. At the conclusion, visitors are given personalized results including recommendations for future learning and development. The recommendations include ILC programs and services, academic courses, co-curricular, and resources such as podcasts, TED talks, and books.

1,015
completed an ILI module in 2017-2018
The ILC celebrated its 15th Anniversary on May 4th at the Illini Center in Chicago, Illinois. Over 60 guests joined the celebration including President Tim Killeen and Chancellor Robert Jones.


**PRESENTATIONS & AWARDS**

**PUBLICATIONS**

**PRESENTATIONS**

Gayle Spencer

- Board of Representatives for the Council for the Advancement of Standards (CAS)
- Big Ten Leadership Educators’ Network Planning Committee
- Educational session reviewer for the 2018 National Association for Student Personnel Administrators (NASPA) Annual Convention
- Educational session reviewer for the 2018 Association of Leadership Educators (ALE) Conference

Beth Hoag

- Co-Chair for the National Leadership Symposium.
- Big Ten Leadership Educators’ Network Planning Committee

**PROFESSIONAL INVOLVEMENT**

**PRESENTATIONS**


BE A PART OF THE ILC!

All of the ILC programs and services are free for Illinois students, and financial contributions can help more students experience world class leadership education.

Here is what your contribution could do:

• $10 would support one student to complete the StrengthsFinder assessment
• $100 would support one student to attend an i-program
• $300 would support a class of 30 to participate in a leadership workshop
• $500 would allow a student to complete the Leadership Certificate
• $1,000 would allow one student to attend the Institute™ by LeaderShape®
• $5,000 would support an entire i-Program

If you’d like to learn more about making a contribution visit: go.illinois.edu/giveILC

or you can contact us at leadership@illinois.edu
ANNUAL DONORS

- Joseph Barnabee & Christine Ahn
- Willard Broom
- Michael Bushman
- Richard Cavenaugh
- Jie Chen
- Stephanie Leese Emrich
- Mary Eubanks & Francisco Roque
- Richard Frasier
- Elizabeth & Mitchell G. Heisler
- Beth Hoag
- Eugene Jend
- Jessica Konczak
- Peter Koburov
- Ashley Lackovich
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- Nishant Makhijani
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- Stephanie Richartz
- Elizabeth Ridder
- Cheryl & Walter Ruane
- Gail Stern

CORPORATE SPONSORS

Rolls Royce has supported the ILC for several years, providing funds that helped launch the Innovation i-Program.