Illinois Leadership® Center
Annual Report
2011-2012
“Preparing Leaders to Face 21st Century Challenges”

The experience you need for life
As the rate and amount of change increases throughout the world, the amount of leadership development must also increase if Illinois students and alumni are going to successfully solve looming global problems such as food security, health care, economic stability, and energy demands. The University of Illinois at Urbana-Champaign’s strategic plan clearly addresses this problem by making the first strategic goal “preparing leaders for the 21st century.” As a result, a growing number of administrators, faculty, staff, students, employers, alumni, and donors are recognizing the need for more leadership development initiatives at Illinois.

Since the Illinois Leadership Center was created as a partnership between academic and student affairs, we are in a unique position to help make this strategic goal a reality by offering and supporting a variety of leadership development opportunities that span the campus community. We are excited about the growing interest in leadership development across the campus and the challenges that come with trying to meet this need. In this report, we have highlighted our efforts to provide leadership programs and support comprehensive leadership development in Illinois students.
During the last nine years, we have created a solid foundation for success in offering our own programs and supporting initiatives in other units. In the first year, two i-programs were offered to Illinois students. Now there are five i-programs offered multiple times throughout the year (Insight, Intersect, Ignite, Integrity, and Imprint), a leadership certificate program, two different workshops that comprise the workshop series, and a Minor in Leadership Studies. We are also proud of our collaborations with units across campus such as the College of Business, College of Engineering, Campus Recreation, and University Housing to help make leadership development opportunities available to more students than ever. Also, over 20 faculty and staff members participated in a StrengthQuest train-the-trainer workshop so they could facilitate StrengthsQuest presentations in their classes and workshops.

Last fall, the suite of leadership development opportunities available for all Illinois students was significantly expanded by the addition of the Minor in Leadership Studies. This academic program is an essential aspect needed to prepare students for the challenges facing us in the 21st century. Students and faculty across campus have expressed a high interest in the minor and over 100 students have enrolled. Wasting no time, an inaugural class of eight students graduated with the minor in May, and high demand for leadership education has resulted in overflowing enrollment for leadership courses this upcoming fall semester.

In the middle of the year the Center underwent physical renovations to reconfigure the space in part to create an office for Lisa Burgoon, the Program Coordinator for the Minor in Leadership Studies. Having Lisa in the Center is in response to our commitment to build and sustain a successful partnership between academic and student affairs. This partnership is a foundational element of our mission because students learn and develop leadership skills both inside and outside of the classroom. The renovation also improved work space for the ILC staff. We are excited to have the Center open again in the Illini Union, so please stop by to meet Lisa and see our renovated space.

In the upcoming year, the Center has a variety of plans to celebrate its ten year anniversary, the theme of which is “A Decade of Leadership, A Lifetime of Purpose”. A reunion luncheon will be held on October 20, 2012, to bring alumni and friends together to reminisce about their experiences in the Leadership Center programs. Nationally known speakers will be on campus this fall in celebration of this milestone, and the ten year anniversary will also be celebrated at each i-program and the Certificate Completion Ceremony.

For me, one of the most important highlights of the past year has been working with a community of people across campus; each committed to preparing successful leaders for the 21st century by ensuring high-quality leadership programs and experiences are available to all Illinois students. Helping make Illinois students and alumni the very best they can be is both challenging and rewarding work. The success of the Leadership Center is due in great part to our community of dedicated volunteers and supporters. I also want to thank our alumni facilitators, annual donors, individual partners and our corporate partners of Caterpillar, Inc., Monsanto, Aldi, and Rolls-Royce in supporting the leadership development of Illinois students.

Sincerely,

Sara Thompson, Director
What is the 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 “Illinois 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 “Skills-based Model of Leadership” 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.

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
Services
The Center provides unique, integrated leadership development opportunities to all 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 practice. 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 are offered several times each semester, and open to students from all academic colleges. These workshops take two forms:

• Individualized behavioral assessments: Students have the ability to assess their specific behavior using both StrengthsQuest® and DiSC® personal assessment instruments.

• Alumni workshops: Several times 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.

Leadership Certificate
For students interested in making a deeper commitment to their development over the course of several semesters, the campus offers a 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 in the Fall 2011 semester, and hosted by the College of Agricultural, Consumer and Environmental Sciences, this 17-18 credit interdisciplinary minor is open to all students regardless of their chosen major or academic background. The minor consists of three foundational courses, a capstone course, and two context courses. Students can currently select from 20 context courses, across 12 disciplinary areas, to meet the requirement that they study leadership within the context of their major area of study.

Cavenaugh Leadership Resource Library
Funded by a gift from Richard Cavenaugh (ENG ’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 Illinois Leadership Center offers competitive paid professional internships funded in part by a gift from John Graf (BUS ’81). In addition, the Center employs a team of graduate assistants and undergraduate student staff to help coordinate administrative tasks and special projects.
“Thank you to all our volunteers for changing students’ lives!”

Over 465 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 them for their continued enthusiasm and help in providing quality leadership experiences for Illinois students!

“What a great day. Working with the students [at Imprint] reminds you of what it was like to have so much ahead of you. Through their energy and questions, it is clear to see they are all looking towards the future. It also allowed me the opportunity to use the themes discussed during ‘Imprint’ to reflect on my own career and where the next steps will be.” Alumni volunteer

“The Illinois Leadership Center’s Imprint program is a fantastic resource for students and alumni alike. Students have much to learn from the variety of alumni coaches and the diverse experiences they recount, while the coaches have just as much to gain from the assortment of students and their personal perspectives of the future.” Greg Formosa (ENG ’10) Imprint alumni volunteer

“I really admire the dedication each coach has to come all the way to the University of Illinois and impart valuable experiences they had to us.” Junior International female in LAS

“Ignite inspires people to become the catalyst to enact change in their life and form a ripple-effect to the rest of campus!” Senior Asian-American female in Media
Highlights from 2011-2012

This past year was highly successful for the Illinois Leadership Center and its staff. A number of successful projects and initiatives were put in place to ensure effective leadership education for Illinois students for many years to come. Also, new staff members joined the Illinois Leadership Center team this year.

The First Graduates with a Minor in Leadership Studies
An inaugural group of eight students graduated with a Minor in Leadership Studies in the spring semester of 2012, and there are over 100 students currently enrolled in the minor.

Lauren Woodworth, LAS
Rachel Bernstein, LAS
Courtney Wolff, Media
Yu-Chen (Ruth) Huang, Media
Chris Coon, LAS
Paul Stanton, Media
Mickey Singh, LAS
William Whalen, LAS

Illinois Leadership Center Renovation
We are thrilled to be back in the Illini Union after the Center was renovated during the winter months. The Center was reconfigured to accommodate the Program Coordinator for the Minor in Leadership Studies which will strengthen the connection between academic and student affairs, a unique aspect of the Leadership Center in comparison to leadership programs at other institutions. This was also an opportunity to reconfigure the center to provide a better working environment for the entire ILC staff.

Esther Lamarre Joined the Staff in August
Esther Lamarre, M.Ed., joined the staff in August as the Visiting Program Manager to work primarily with the Leadership Certificate Program, office marketing, and student staff development. She has a B.S. in Communication Studies and Political Science with a minor in Sociology from the University of Miami and a Master of Education in College Student Affairs Administration from the University of Georgia.

Heath Harding Joined the Staff in January
Heath Harding, Ph.D., joined the staff in January as the Associate Director. His main responsibilities include developing academic partnerships, fostering research on leadership, and guiding internal assessment efforts. Prior to joining the staff, he was the Assistant Director of the School of Leadership Studies at Kansas State University and an instructor in the department of Agricultural Leadership, Education, and Communication at the University of Nebraska - Lincoln. He earned his doctorate in leadership studies from the University of Nebraska - Lincoln.

Robert F. Kennedy Jr.

Robert F. Kennedy, Jr., in collaboration with the Illini Union Board and the Illinois Leadership Center, spoke on campus about how he has led change and inspired a shared vision in his role as an environmental advocate. Kennedy spoke to a crowd of more than 600 in Foellinger Auditorium and met with students beforehand.

Bill Strickland

Bill Strickland, a nationally recognized visionary leader, spoke about the “Art of Leadership: Give people the tools they need, treat them with respect, and they will perform miraculous deeds.” Mr. Strickland had dinner with students before the event and answered more questions about his optimistic message at a reception following his talk.

Maura Cullen

Dr. Maura Cullen, a leading expert on issues of diversity and leadership, was the keynote speaker at the Diversity and Leadership Summit, which is a day-long workshop that increases student’s level of knowledge and skills around diversity and leadership. The summit was a collaboration between the Illinois Leadership Center, Residential Life, The Career Center, Counseling Center, Division of Intercollegiate Athletics, Department of Recreation, Dean of Students and McKinley Health Center.

Leadership Workshop Series

The Illinois Leadership Center offers a series of stand-alone leadership workshops. Overall, 42 workshops were conducted, reaching 1842 students. This represents a 42% increase from last year’s offerings, which served 1300 students.
Overall Impact and Participation

Formal Services

3,237 total students served
Including:
• 81 Leadership Certificate Completers
• 423 active Certificate students
• 1,264 i-Program participants across 16 i-programs
• 1,842 Leadership workshop participants in 42 workshops
• 66 LeaderShape participants

Informal Direct Services

8,613 total students served
through formal classroom presentations, informal presentations at various meetings or events, or through participation in student organization meetings or workshops.
Including:
• 1,769 students reached through in-class workshops or presentations
• 5,245 students participated in informal activities or co-curricular presentations
• 1,050 students participated in speaker series presentations

Website

60,918 visits (June 1, 2011-June 1, 2012)
Including:
• 34,630 unique guests
• The average guest visits 6 pages and spends approximately 3:15 minutes
• 8% of guests are from countries other than the U.S.
• Referring websites
  • Illinois homepage
  • Facebook.com
  • Student Affairs homepage
  • Illinois Division of Student Affairs

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 is intimately involved in include:

• The Sleeman Leadership Institute, serving over 130 first-year honors students in the College of Business.
• Helping to present workshops for the Technology Entrepreneur Center for their “Charm School Series,” involving over 80 student participants.
• The Emerging Greek Leaders program is a day-long leadership conference for 1st and 2nd year Greek students interested in future leadership within the councils. It is a student run program supported by Fraternity and Sorority Affairs as well as the Illinois Leadership Center.
• Women of Worth (W.O.W.) is a workshop series supported by a collaboration between the Illinois Leadership Center, The Career Center, and the Women’s Resource Center. The three week WOW series allows women to discover their talents and strengths, and identify ways to utilize these strengths within the classroom and the workplace.
• The Engineering Graduate Students Workshops consisted of leadership development topics: emotional intelligence, creativity and innovation, exemplary practices of leadership, and the DiSC assessment.
• Last fall, over 40 faculty and staff participated in a StrengthsQuest train-the-trainer workshop so they could facilitate workshops in their classes and programs.
• Strategic partnerships with the Women in Chemistry program, Campus Recreation, and several others.
The Impact of ILC 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 is 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 learn about how to approach issues from a holistic perspective with systems thinking. In addition, groups of students work collaboratively to explore and practice what it means to build a coalition and lead change.

3 programs offered
219 students participated
25 volunteer facilitators

“Ignite was a great opportunity to not only get to work with a diverse group of people, but also to think about how to promote change within our own university. It also helped with making arguments and coming up with strong persuasive devices that will be helpful to any profession in the future.”

Junior, Caucasian female in LAS

IMPRINT
A professional conference focused on transitional development. Imprint teaches and helps students practice essential skills for navigating change, such as networking, mentoring, coaching, and perpetual learning. Returning Illinois alumni return to serve as facilitators and coaches for this program.

1 program offered
193 students participated
31 volunteer facilitators

“Imprint really helped give me tangible skills that I can apply directly to my life right now. It helped me re-evaluate my outlook on change, and feel more comfortable about transitions that are happening in my near future.”

Senior, Asian-American female in BUS

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.

4 programs offered
269 students participated
41 volunteer facilitators

“Insight was a great program that really helped me to realize what my strengths were as a leader as well as what areas I need to improve. The program laid the building blocks for me to continue improving and implementing my leadership skills as I continue on as a student at Illinois.”

Sophomore, Latino male in DGS
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.

3 programs offered
169 students participated
24 volunteer facilitators

“Life changing. I came into the program expecting to meet excessively professional and unfriendly people in a rigid environment and I could not have been more wrong. This workshop actually changed the way I view the world and was the first time that I realized I have what it takes to make it in life.”
Freshman, Multi-ethnic male in DGS

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

5 programs offered
414 students participated
55 volunteer facilitators

“After attending this i-program I have already started making a conscious effort to take mental note of what type of listening style is most appropriate for the situation that I’m currently in and trying to exercise this style even if it is not my preferred mode. In the long run I believe this will help me tremendously to become a more effective listener overall in a variety of different situations.”
Junior, Caucasian male in ENG

Program Evaluation
Each i-program offering continues to be evaluated very highly by the students who attend. This past year, 97% of the participants who submitted an evaluation reported that they learned specific skills to apply to their leadership development at a moderate or larger extent.

After three months, 60% of students reported being significantly or very significantly impacted by their experience when they were asked to rate the impact of the program on their leadership behaviors.

I-Program Participation Demographics
Participation by students in Leadership Center programs continues to be strong and diverse. Students who attended i-programs were generally representative of the overall Illinois campus student population with regard to gender, race, class year, and home college.
Participation by Race, Ethnicity and International Status

- African-American: 9%
- Asian-American: 5%
- Caucasian: 55%
- Latina/o: 42%
- International: 17%

Participation by Academic Year

- Freshman: 25%
- Sophomore: 18%
- Junior: 16%
- Senior: 15%
- Graduate: 12%

Participation by College

- ACES: 10%
- AHS: 5%
- BUS: 5%
- DGS: 5%
- EDU: 10%
- ENG: 6%
- RA: 6%
- LAS: 3%
- Media: 3%

Participation by Gender

- Male: 36%
- Female: 55%
Leadership Certificate

The Leadership Certificate has experienced tremendous growth in the past few years. This academic year, 81 students completed the program, while 339 students were actively enrolled.

In addition, there are currently 349 active volunteer coaches who are working with the students to complete the certificate program.

Certificate Completion by Race, Ethnicity and International Status

Certificate Completion by Gender

Active Certificate Students by College
Workshops and LeaderShape

Leadership Workshop Series
The Leadership Center coordinated a comprehensive set of 42 leadership development workshops this past year with a total of 1842 student participants. Two separate types were offered:

1) Alumni workshops – presented by successful Illinois alumni, with topics ranging 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.

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 2012, 66 students from all academic colleges and involved in diverse student organizations completed the program.

“The Leadership Center allowed me to qualify keys to success, both in my professional and private life. As an engineer, it is helpful for me to classify unknowns. While this is relatively easy with numbers, it is not so easy with self-development skills, interpersonal development skills, organizational and group development skills, or transitional development skills. The Leadership Center gave me the tools to understand and classify these skills, which greatly contributed to my past successes, and continues to contribute to my current and future successes.”

Andrew Braham, 2008, Engineering
What advice do you have for students about leadership?

One of the amazing things about leadership is that it is applicable in everyone’s lives. It is an experience that will continue to grow and develop regardless of what life goals you have. By taking advantage of the free services provided by the Illinois Leadership Center, students can begin to mold and shape their ideal leadership style and begin to understand how that relates to himself or herself and those around them.

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

One of the most valuable skills that I have learned from the Illinois Leadership Center is that leadership never happens alone. One of the amazing things that the Illinois Leadership Center does is it connects people who wouldn’t have originally interacted with one another. By being able to build networks and relationships with people of different majors, academic status, ethnicity, age, and life experiences it makes the process of leadership at the University of Illinois an amazing learning experience for everyone involved.

How has leadership training contributed to your success?

Leadership training has helped me create a voice for myself. Through reflection I have become more self-aware of what kind of leader I am today. By understanding the strengths that I possess, I can now speak confidently on what leadership skills I have and will continue to grow and develop in my future. Through being a Graf Intern at the Illinois Leadership Center, I was able to gain the experience needed to continue my passion of working with student leaders. I will be using all of the training and knowledge gained from the Illinois Leadership Center by working as a Graduate Assistant at the Center for Leadership and Service at Florida International University while obtaining a Master’s degree in Higher Education Administration. I look forward to seeing what my future holds given the essential tools of leadership that the Illinois Leadership Center has provided for me.
Alumni Voice

Tracey Glancy  
Class of 1976, Liberal Arts and Sciences

What advice do you have for students?

In October 2011 during a football weekend visit to the University of Illinois, my husband and I were introduced to the Illinois Leadership Center and the Imprint Program by our host, Martin O’Donnell. Martin and I had conversations about my four years at Illinois, what had shaped the college experience and influenced my career, and he felt that the Leadership Center would be something that would be of interest to me. During this visit to the Leadership Center I volunteered to be an Imprint coach and was excited to be part of the February Imprint program on transitions. Being part of the Imprint program solidified my interest in the Leadership Center and the work being done with Illinois students. Being involved with the Leadership Center has become part of my personal “pay it forward” program. The work the Leadership Center is doing at Illinois on a relatively small budget can pay huge dividends for students in terms of career success.

What is the value of leadership training?

I was fortunate enough when I was at the University to work closely with Student Services and in particular with the Panhellenic Council. What I learned in working for two years with the Panhellenic Board and managing sorority rush was as important to making me a successful business person as the academic classes were in giving me technical business skills to perform my job. At the time getting involved in Panhellenic was not a planned effort to increase my leadership skills. One of my observations at the February Imprint was how committed Illinois students are today to building their leadership skills while they are on campus, and the understanding students have of how extracurricular activities contribute to skill development and career opportunities.

Employers today expect new employees to hit the ground running. Management training and development programs while still in place at some level have budgets routinely slashed when economic times are difficult. The ability to understand personal strengths and weaknesses, how you perform and lead teams, and how to motivate others to accomplish mutual goals are all important to being a good leader. The programs the Leadership Center offers equip Illinois students with many of these training opportunities before they leave Illinois.

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

I’ve been asked to return to an Imprint program in the 2012-2013 academic years, and am planning a trip back to Champaign. Being an Alumni Coach was a learning experience not only for the students, but for me. All of the students in my group were very career focused, more so than I remember being before my senior year. Besides the obvious technology differences (I would have loved some coaching on my iPhone and iPad), the students asked great questions about making career decisions that forced me to think quickly through decisions I had made on my career path. It is good for someone who has been in the workforce as long as I have to understand what students from this generation are thinking and how they work. Some of the food science students will probably be my customers in the next two years!
Illinois Leadership Coordinating Committee

The Illinois Leadership Coordinating Committee (ILCC) made significant progress this past year, building on the foundation established by previous ILCC committees. The group was comprised of 49 members representing each academic college and several units within the Division of Student Affairs, listed on the opposite page.

The ILCC also supported a Student Leadership Advisory Team, comprised of 16 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.

A summary of the significant accomplishments of the group are:

**Academic Minor in Leadership Studies**
The Faculty Advisory Committee created structures and processes to oversee the academic requirements of the Minor in Leadership Studies. The subcommittee created a process to review proposals to add courses to the list of electives (context courses). Currently, there are 20 courses which meet the elective requirement from 12 disciplinary units. Lastly, the committee assembled a list of appropriate performance measures to evaluate the Minor’s success as compared to leadership minor programs at other universities. As of June, the enrollment had grown to over 100 students. Eight students completed the minor in May 2012.

**Shared Fundraising Pilot**
The Advancement Working Group continues to pilot a shared fundraising model. Vice Chancellor Schroeder and Associate Vice Chancellor Williamson from the Office of Institutional Advancement approved the pilot phase of this collaborative model. Representatives from the Colleges of Business, Engineering, Agricultural Consumer and Environmental Sciences, and Liberal Arts and Sciences, as well as representatives from Student Affairs and the Foundation are collaborating to implement fundraising strategies for both prospective corporate and individual donors. Key accomplishments this year include: a) hosting an alumni event in Chicago to reconnect alumni with the Illinois Leadership Center; 45 alumni attended, b) individual donor meetings were held with 100 prospects; $41K was received in private gifts, c) eight proposals were submitted to corporations for funding; $30K was committed and, d) training of advancement personnel in the involved units.

**Leadership Research Conference**
The Leadership Research Community (LRC) Working Group is focused on creating collaborations and a stronger community among researchers on aspects of leadership, leadership development, and leadership education. A significant accomplishment of the committee was the organization of a research conference, *New Leadership for the Twenty-First Century*, held on April 6, 2012. The conference included a keynote by Dr. Joel Cutcher-Gershenfeld, Professor and Dean of the School of Labor and Employment Relations, and six paper presentations.

**Illinois Leadership Center’s Ten-Year Anniversary Celebration**
The Leadership Center will celebrate its Ten-Year Anniversary on Saturday, October 20, 2012. Our theme, *A Decade of Leadership, A Lifetime of Purpose*, reflects the growth of a campus-wide leadership initiative at Illinois and the commitment the campus has towards preparing students to be the leaders of the 21st century. The Leadership Center will sponsor a variety of events celebrating this joyous occasion.
Illinois Coordinating Committee Members

Advancement Working Group
Barry Dickerson ACES Advancement, Co-Chair
Lissa May Mudrick University of Illinois Foundation, Co-Chair
Karen Bender Office of Corporate Relations
Shane Carlin Student Affairs Advancement
Jennifer Davis University of Illinois Foundation
Don Hardin AHS, Recreation, Sport and Tourism
Nicholas Jaeger LAS, Advancement
Erin Kirby ENG, Advancement
Martin O’Donnell Library, Advancement
Sara Thompson Illinois Leadership Center
Joan Volkmann LAS, Advancement
Brittany Wilson BUS, Business Development

Faculty Advisory Committee
Michael Loui ENG, Electrical & Computer Engineering, Chair
Lisa Burgoon ACES, Program Coordinator for the Minor in Leadership Studies
Shirley Faughn LAS, Communications
Kim Graber AHS, Kinesiology & Community Health
Heath Harding Illinois Leadership Center
Laurie Kramer ACES, Administration
Kristi Kuntz Office of the Provost
David Lange ENG, Civil & Environmental Engineering
Geoffrey Love BUS, Business Administration
Daniel Newman LAS, Psychology
David Rosch ACES, Agricultural Education
Robert Steltman LAS, Administration
Marian Stone FAA, Administration
Christopher Span EDU, Administration

Leadership Research Community Working Group
David Rosch ACES, Human & Community Development, Chair
James Anderson ACES, Human & Community Development
Ariel Avgar LER & College of Medicine
Domonic Cobb Office of the Dean of Students
LaTanya Cobb Illinois Leadership Center
Fritz Drasgow LAS, Psychology
Heath Harding Illinois Leadership Center
Heather Horn Campus Recreation

Kari Keating ACES, Human & Community Development
Russell Korte EDU, Human Resource Education
Gail Rooney The Career Center
Nathan Sanden University Housing
Jenn Smist University Housing
Cecilia Suarez Illinois Leadership Center

10 Year Anniversary Ad Hoc Working Group
LaTanya Cobb Illinois Leadership Center
Dana Hartzheim University Housing
Catherine Heidke Illini Union
Jami Houston Campus Recreation
Herb Jones University Housing
Esther Lamarre Illinois Leadership Center
Will Patterson Office of Inclusion and Intercultural Relations
Kirstin Phelps Illinois Leadership Center
Lori West DGS, Campus Advising & Academic Services

Students Leadership Advisory Team
Ken Beyer BUS
Liza Booker LAS
Natalie Bradford AHS
Eileen Fleming AHS
Michelle Gao BUS
Carrie Hokl Nursing
Yun (Elliana) Jin BUS
LaToya Jones MED
Arsalan Kabir LAS
Abdul (Sami) Khan LAS
Kirsten Musetti LAS
Derrick Rhodes ACES
Emily Shinogle LAS
Paul Stanton MED
Semecia Williams ACES
Charlie Yu ENG
Gifts from individuals and corporate partners are essential for the Center to sustain the growth of its programs and initiatives. With limited space in existing programs, an expanding Leadership Certificate program, and a growing Leadership Workshop series, there is significant demand from students for opportunities to continue to expand their leadership competencies. To meet this demand, the Center is in need of additional financial support, which may come in the form of endowments and annual gifts. To learn more about the ways you can invest in 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, Rolls-Royce, and Aldi provide funds which support the Leadership Center’s 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, College of 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, College of 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 Cavenaugh
(Class of 1982, College of Engineering) and
Timothy R. Cavenaugh
(Class of 1979, College of Fine and Applied Arts)
The Illinois Leadership Center’s Cavenaugh 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 Cavenaugh, the Leadership Center is able to provide and continually update the most recent leadership resources to the campus community.

Tracey Glancy
(Class of 1976, Liberal Arts and Sciences)
An involved student in her time at Illinois, Tracey Glancy understands the benefits of leadership development for college students. Tracey Glancy has made a commitment to create the Glancy Leadership Endowment. These funds will ensure leadership development opportunities are available to all Illinois Students through the Leadership Center.

John 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.
Individual Gifts

Ms. Sara D. Alzate Diaz
Dr. Barbara F. Brandt
Dr. Eric Edson and Mrs. Louise Sadowsky Brock
Mr. Willard and Mrs. Anne Broom
Mr. Joshua Bruketta
Mr. Jesse J. Buendia
Ms. Monica Young Carney
Mr. Robert F. Costello and Ms. Jandi Lynne Kelly
Mr. Christopher S. Dillion
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Mr. Michael A. Frede and Ms. Gail L. Stern
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Mr. Anson Wong and Mrs. Shuk Ying Lau
Mr. David M. and Mrs. Adriane H. Wong
Mr. Rui Wu
Ms. Sharlene Cha-Yun Wu
Mr. David Xiao
Dr. Christopher J. Ziegler and Dr. Mayumi Kikuchi
2012-2013 Calendar of Events

September 2012
- **Intersect** (Saturday, September 8)
- **Cake on the Quad** (Wednesday, September 12)
- **Insight** (Saturday, September 15)
- **Leadership Certificate Kick-Off** (Friday, September 21)
- **Peter Northouse** (Wednesday and Thursday, September 26-27)

October 2012
- **Integrity** (Saturday, October 6)
- **John Jennings** (Tuesday, October 9)
- **Ignite** (Saturday, October 13)
- **Anniversary Luncheon Weekend** (Friday and Saturday, October 19-20)

November 2012
- **Intersect** (Saturday, November 10)

December 2012
- **Leadership Certificate Fall Completion Ceremony** (Wednesday, December 12)

January 2013
- **Ignite** (Friday, January 4)
- **Ignite** (Saturday, January 5)
- **LeaderShape** (Sunday, January 6 – Friday, January 11)
- **Integrity** (Saturday, January 26)

February 2013
- **Insight** (Saturday, February 2)
- **Imprint** (Saturday, February 23)

March 2013
- **Integrity** (Saturday, March 2)

April 2013
- **Intersect** (Saturday, April 6)
- **Leadership Certificate Spring Completion Ceremony** (Tuesday, April 23)

May 2013
- **Insight** (Monday, May 13)

June 2013
- **Intersect** (TBD) for incoming students

July 2012
- **Intersect** (TBD) for incoming students
Well Wishes Ribbon Campaign
Submitted by Suzan Blanco, Education, for the Leadership is Art competition in April 2012

The artwork, created by the Stress Management Peers student leaders, exemplifies self-awareness and integrity through the wishes of better health for themselves, their family and friends, and society.
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