Enhancing Collaborations

Illinois Leadership® Center
2008-09 Annual Report

University of Illinois at Urbana-Champaign
Collaboration. Connection. Partnership. These three words not only strongly resonate with the vision and philosophy of the Illinois Leadership Center, but also portray the essence of how the Center works at the University of Illinois. Throughout the 2008-2009 academic year, the Center focused on expanding leadership development initiatives at Illinois by putting these words into practice through intentional collaborations, meaningful connections, and strengthening partnerships.

In 1999, the Illinois Leadership initiative began as a group of faculty, staff, students, alumni, and administrators who believed all Illinois students should have access to cross-campus leadership education. Since then, we have grown to a campus-wide resource which substantively serves every academic college and campus unit. The Center is a place known for its connection to individuals, building important relationships, and deliberately working across campus to provide the best leadership experiences possible for students. In 2007 when the Provost charged Illinois Leadership to ensure 30% of Illinois students graduate with a ‘significant’ leadership experience, the question of how we best serve as a campus resource for leadership education became of utmost importance. As we work to meet the Provost’s charge to provide increased access to quality leadership education for Illinois students, it is critical that the Center continues to nurture existing partnerships while building new collaborations across campus.

Highlighted in the following pages are the numerous accomplishments of the Illinois Leadership Center over the past twelve months. Through the work of the Illinois Leadership Coordinating Committee, we have made significant progress toward our goal of offering an academic minor in Leadership Studies open to all students. We have begun bringing faculty together to collaboratively discuss their research in leadership practices and education through the creation of a community of Illinois leadership scholars. Our i-Programs, Leadership Certificate Program, and other services not only remain strong, but are experiencing increasing demand among all student populations. In addition, our work was recognized by Caterpillar, Inc. with their gift of $500,000 as part of the University’s Brilliant Futures campaign. The Center was also the subject of a program that aired on the Big Ten Network in late Spring – “Leadership On and Off the Court.” A link to the program can be found on our homepage, www.illinoisleadership.illinois.edu.

Illinois Leadership has accomplished much over the past year in building the national reputation of the University of Illinois around leadership education. In closing, I would like to thank each person who contributes to the growth and development of students’ leadership education. It is through the efforts of dedicated staff, faculty, donors, alumni, student volunteers and participants that our programs are able to flourish and Illinois students are prepared with the skills they need to be successful contributors in their families, careers, and communities.

With much gratitude,
Sara Thompson
**The Illinois Leadership® Initiative**

The Illinois Leadership Initiative was established in 1999 with the belief that everyone can develop leadership skills. Our Philosophy of Leadership and Skills Based Model of Leadership were formed by a group of faculty, staff, and students to embody the principles of a leadership development initiative at the University of Illinois. Together, they create the theoretical foundation upon which all services of the Illinois Leadership Center are based.

**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.

“I really appreciate the opportunity to be able to develop such specific skills in a structured environment. The curriculum at Imprint includes lessons that don’t get taught anywhere else, so it’s a unique experience.”

– Imprint participant, February 2009

**Skills Based Model of Leadership**

- **Intrapersonal Development**
  - Self-Awareness
  - Self-Management

- **Interpersonal Development**
  - Relationship Building
  - Communication Skills
  - Ethical Practices
  - Team Development

- **Organizational Development**
  - Leading Change
  - Project & Program Effectiveness
  - Systems Thinking
  - Community Building

- **Transitional Development**
  - Sustaining Leadership
The Leadership Center has accomplished much over the past academic year. In addition to providing our core quality i-programs, an award-winning Leadership Certificate program, and a growing Consulting program to a broad cross-section of campus, the Center worked diligently to enhance significant leadership development experiences at Illinois through enhancing collaborations and partnerships. The following pages highlight our 2008-2009 partnerships and accomplishments.

Sleeman Leadership Institute

In Spring 2009, the Illinois Leadership Center was approached to create a leadership institute for freshman honors students in the College of Business. Through partnerships with PricewaterhouseCoopers, Inner Voices Social Issues Theatre and the College of Business Office of Undergraduate Affairs, the Center created an interactive, two-day institute to teach freshman business students essential leadership skills. A resounding success, over 120 students attended the inaugural Sleeman Leadership Institute. Plans are to offer this unique institute on a yearly basis.

Leadership Corporate Dialogue Day

Leadership was the central focus of a corporate dialogue day held in Spring 2009. Representatives from eleven companies met with the Office of Corporate Relations and Illinois Leadership Center staff to hear information on current Illinois leadership programs as well as discuss the importance and challenge of leadership skills training with industry needs. As an initial dialogue, Leadership Corporate Dialogue Day was successful in connecting Illinois Leadership with industry leaders regarding the best practices for leadership education and skill development.

Caterpillar, Inc.

Illinois Leadership is a featured aspect of the University of Illinois’ Brilliant Futures campaign. In support of the Illinois Leadership initiative, Caterpillar, Inc. granted the Illinois Leadership Center a $500,000 gift to help ensure 30% of Illinois students graduate with a significant leadership experience. It is noteworthy that this gift is to be used for the expansion of current programs or the creation of new initiatives.

International Leadership Association

The International Leadership Association (ILA) is the professional organization for leadership practitioners, researchers, and teachers across the globe. Serving as a resource for leadership scholarship, ILA serves its members through a yearly international conference, learning communities and Member Interest Groups. The Illinois Leadership Center is actively engaged in this international leadership organization.

“Before attending the Sleeman Institute (SLI), I was complacent with being a freshman in the College of Business with minimal leadership in my organizations. Attending this institute inspired me to become a more active leader not only in the organizations that I am involved in, but also in the relationships that I foster. The Sleeman Institute taught me that leadership can be everywhere; it can be witness even in a situation as little as influencing a friend to do the right thing.”

– SLI Participant, March 2009
which shares and disseminates cutting-edge leadership research and practice. In 2008-09, Acting Director Sara Thompson served as Chair for the Leadership Education member-interest group, whose focus is building the leadership capacity at educational organizations. In addition, all ILC staff members are actively engaged in the ILA community and consistently present at ILA annual conferences to increase the visibility of Illinois Leadership and the University of Illinois at the international level.

Integrity Revision
The Illinois Integrity i-program is one of five i-programs offered by the Leadership Center. Piloted in 2006, the program focuses on helping students understand how integrity impacts leadership through defining a personal vision statement and the role values play in leadership-oriented actions. In Spring 2009, after feedback from participants, facilitators, and stakeholders, it was decided to rewrite the curriculum of Integrity to improve quality and better serve the needs of students through the program content. Revisions were completed during summer 2009 with an anticipated launch date of the revised program in Fall 2009.

Accountancy Department
The Leadership Center and the Accountancy Department in the College of Business began an effective partnership to provide structured leadership training to all upper-level accountancy students. During the summer of 2009, Center staff designed a series of class sessions for ACCY 301 (Accounting Measurement and Disclosure) on effective interpersonal leadership skills, team-oriented leadership, and emotional intelligence competencies. The Center has contracted with the Accountancy Department to have trained academic faculty teach these sessions in subsequent semesters. Plans are in place to add sessions for other Accountancy classes on topics such as social intelligence, intercultural leadership, and organizational effectiveness.

iFoundry
The Illinois Leadership Center and the Illinois Foundry for Innovation in Engineering Education (iFoundry) created a partnership to further enhance opportunities for College of Engineering students to develop leadership skills. Ideas for the creation of leadership development training initiatives for first-year students will be implemented in the 2009-10 academic year.

2009 Benchmarking Survey
The Leadership Center strives to provide students, faculty, and staff with exceptional leadership programs, services, and resources; thus promoting the University of Illinois as a campus which values leadership education. Among University of Illinois peer institutions and recognized university leadership programs, our 2009 benchmarking study found a number of attributes specific to the Illinois Leadership Center:
• Distinctive dual-reporting structure to both Academic and Student Affairs, which allows for a variety of collaborations and partnerships un-matched at other institutions.
• Collaborates with a majority of both academic and administrative units which provides increased access to students from all academic disciplines and a more diverse demographic representation compared to other institutions.
• Offers open-access leadership programs and services to all undergraduate and graduate students, regardless of college or formal position.
• Illinois is the only institution surveyed that offers programs multiple times each academic year to ensure our programs are accessible to all students; in this way, Illinois outdistances other institutions in the ability to provide specific skill-based leadership training to all students.
• Develops partnerships with corporate and private funding sources at a scale unmatched by peers.
• Incorporates highly developed assessment and evaluation processes to measure program impact at a level more comprehensive than those at other institutions.

Illinois peer institutions include: all Big Ten institutions, UC Berkeley, UCLA, and University of Texas at Austin. Clairmont McKenna College, University of Arizona, Florida State University, Kansas State, George Mason, University of Maryland at College Park, and University of Richmond were included due to their strong leadership programs.

Summer Intersect Program

The Illinois Leadership Center partnered with the Office of Admissions and New Student Programs to host a special session of the Intersect i-program for incoming students. Held on June 28, 2008, our summer Intersect program successfully introduced 80 incoming freshmen and transfer students to leadership at Illinois by engaging participants in activities to build interpersonal, communication, team, and group dynamics skills.

Publications: Journal of Leadership Education


“Summer Intersect program was great opportunity to meet other incoming students and share personal experiences and ideas with them, while learning how to effectively work in group. I am really excited for other programs provided by Illinois Leadership Center!”

– Summer Intersect Participant, June 2008
Big Ten Network, “Leadership On and Off the Court”

Five Illinois students were followed in the Big Ten Network segment titled “Leadership On and Off the Court”, which highlighted student leadership experiences with the Division of Intercollegiate Athletics and the Illinois Leadership Center. Featured students included: Kevin Collins ’10 LAS, Karlie Elliott ’09 ACES, Hillary Haen ’11 BUS, Greg Karolich ’09 ACES, and Cecilia Macias ’09 LAS. For more information, please visit www.illinoisleadership.illinois.edu.

“What a WONDERFUL program (on the Big Ten Network). I wish that every music major and every Graduate music student was required to take part in your programs. I cherish the challenge. What you are doing will make those who step through your doors even better at their own major programs. Self discovery, looking inward, trust and communication go so far beyond the nuts, bolts, history, and theory of our narrow fields. They help us get to the soul of what we do. This is especially true in the field of music. Congratulations on the implementation of this brilliant program.”

– Daniel Craig ’89 U-Music
Insight i-program
An energizing overnight retreat held off-campus that focuses on self-awareness and self-management skills. Insight helps students identify personal strengths and values, understand aspects of social identity, and assess their emotional intelligence.

- **4 Programs Offered**
- **322 Students Participating**
- **48 Volunteers**

“I enjoyed the discussions about values and emotional intelligence, for it really opened my eyes regarding how I see myself and the world around me.”

- Insight participant, January 2009

Intersect i-program
A day-long interactive program held off-campus that sharpens teamwork and risk-taking skills through group activities. This program helps students learn their personal listening style, understand the components of effective teamwork, and how one’s personal style impacts group dynamics.

- **4 Programs Offered**
- **326 Students Participating**
- **38 Volunteers**

“[Intersect] was a stunning program that has taught me so much about communication. My goal in this program was to be able to improve my first impressions, which I achieved.”

- Intersect participant, November 2008

Ignite i-program
This 3-day, 2-night program focuses on organizational and group development skills – specifically systems thinking, leading change, ethical practices, and coalition building. Students work together in teams to solve real issues presented by organizations from the Champaign-Urbana and the Illinois campus community.

- **2 Programs Offered**
- **122 Students Participating**
- **12 Volunteers**
- **6 Community/Campus Clients**

“The systems approach we learned at Ignite can be applied to any problem you face. I learned the incredible value of targeting stakeholders and balancing interests so that everyone can win.”

- Ignite participant, May 2009

Imprint i-program
A day-long interactive conference focusing on the transitional development skills of mentoring, coaching, perpetual learning, networking, and developing others. More than twenty-five Illinois alumni return to campus to participate as Imprint Coaches.

- **1 Program Offered**
- **193 Students Participating**
- **30 Volunteers**

“Imprint taught useful leadership skills in creative ways. The main topics of the program—transitioning and networking—are of great importance to anyone, especially college students. I walked away from Imprint feeling much more comfortable about tackling these challenges.”

- Imprint participant, February 2009

“The greatest leadership skill I have developed (through participation in Leadership Center programs) is adapting to change. Learning and dealing with experiences that involve risk have allowed me to become a better person”

- Certificate completer, May 2009
Integrity i-program
A one-day program investigating personal values and ethics. Students explore the connections between leadership, ethics and integrity and create their own personal code of integrity.

3 Programs Offered
248 Students Participating
26 Volunteers

“We have all heard of the word integrity but I learned the definition and its importance [at Integrity] in application to my role as a leader and as an employee. Decision-making can be done much easier when I am aware of what my values are.”
- Integrity participant, March 2009

Leadership Consulting
A unique program offered to provide individual leadership training to student groups and organizations.

47 Sessions Offered
804 Students Participating
Facilitated by Leadership Center Graf Interns and student employees.

Student groups may request hour-long workshops on such topics as: improving group dynamics, addressing communication barriers, investigating diversity issues, managing change, or increasing personal and interpersonal development.

Leadership Certificate
A self-guided 3 - 4 semester program for students who wish to further develop their leadership skills. Participants integrate various aspects of their collegiate experience (courses, leadership programs, student organizations, etc.) with the help of a Leadership Coach to critically reflect on their leadership growth through the creation of a leadership portfolio.

Ongoing, Self Guided
Approx. 325 Active Participants
195 Leadership Coach Volunteers

“WeThe Leadership Certificate program has had a significant impact on my development as a leader and person. Because of the program, I took academic courses, attended leadership related conferences, and got involved in activities I might not otherwise have. Not only did I learn about myself but also about how to relate and work with others. Overall, it was a great experience that provided valuable lessons I will use the rest of my life.”
- Certificate completer, May 2009

Leadership Courses
Students have the opportunity to strengthen their leadership skills with formal classroom learning in leadership theory and practice.

Below is a sampling of campus-wide leadership courses offered in our partnering colleges:
- AGED 260: Introduction to Leadership Studies
- AGED 366: Advanced Leadership Studies
- AGED 380: Leadership in Groups and Teams
- CMN 414: Communication and Leadership
- GE 361: Emotional Intelligence Skills
- GE 498: Leading Change for Sustainability

Illinois LeaderShape® Institute
The LeaderShape® Institute is a national organization that engages students in a six-day program focused on leading with integrity, visioning, and the importance of developing meaningful relationships.

1 Program Offered
60 Students Participating
11 Volunteers

“[LeaderShape] has truly changed the way I look at the world, and more importantly, the way I evaluate and challenge myself. Thank you for giving me a healthy disregard for the impossible.”
- LeaderShape® participant, January 2009

Outreach Presentations
Outreach presentations are presentations that provide information on the Center’s services. Outreach presentations are provided in a variety of venues including classes, resource or career fairs, residence hall floor meetings, or student organizations, to name a few.

Approx. 200 Presentations Offered
10,673 Students Participating
Presented by Leadership Center Graf Interns, student employees, and staff.

Student groups may request hour-long workshops on such topics as: improving group dynamics, addressing communication barriers, investigating diversity issues, managing change, or increasing personal and interpersonal development.

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- CMN 414: Communication and Leadership
- GE 361: Emotional Intelligence Skills
- GE 498: Leading Change for Sustainability
Increasing Student Engagement in Leadership Programs

The Illinois Leadership Center continued to experience increasing involvement in the programs and services offered during the 2008-09 academic year. Through serving a diverse population of both undergraduate and graduate students (e.g. race/ethnicity, gender, citizenship, ability, field of study), the demand for opportunities to significantly engage in leadership learning is at an all-time high in the history of the Leadership Center.

During the 2008-09 academic year, 1,274 students attended the Center’s fifteen i-programs, demonstrating a steady increase of approximately 10% of the population served from the previous year, while maintaining a strong demand for leadership programming. As the graph below indicates, we were able to create access to leadership development for a larger population of students in 2008-09 compared to last year.

With our current resources, we have reached our capacity to serve students through our existing i-program structure. Without additional resources, we will be limited in our ability to continue expanding these integral programs in future years.

Leadership Certificate Program

Based on our strong collaborations with academic colleges and departmental units combined with students’ desire for opportunities to learn leadership, the popularity of the Leadership Certificate Program has remained strong. Thirty-six students completed program requirements this year, and were recognized with their peers and Certificate Coaches in our May 2009 Certificate Completion Ceremony. Throughout this past year, we have seen continued interest in the Certificate Program, which has maintained high enrollment numbers.

In efforts to streamline and improve the program for both Certificate students and volunteer Leadership Coaches, the Center has worked to implement efficiencies in the administration process. A major accomplishment was shifting Certificate Program management from a paper-based to electronic format. Integration into our online database means we are better able to track students and remove inactive students from the program. In addition, we have created more resources to support students through the Certificate program, including workshops on relevant topics and an updated participant manual. Furthermore, many new campus and community members have joined the Center’s volunteer base as Leadership Certificate Coaches, helping to create additional capacity to expand the Program in years to come. To support our Leadership Coaches, the Coach Manual has been revised and additional online resources have been added to our website. The Center plans to focus on refining improvements made in 2008-09 and increasing the resources available on our website to better support existing and future students and Leadership Coaches.

“I facilitate (for the Center) because I enjoy the opportunity to be an active participant in student leadership development – it is rewarding both personally and professionally.”

– Natalie Davis, Assistant Dean of Students and i-program facilitator
Leadership Consulting Program

Designed to provide student groups and organizations with specialized leadership training through personal consultation and group training sessions, the Leadership Consulting Program has experienced substantial growth since its inception. Each year over the past three years, the Program has increased its number of students served; reaching approximately 800 students in 2008-09 compared to 338 students in 2007-08. This pattern consistently represents an approximate 240% increase each subsequent year since the Program began, as the graph illustrates.

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<th>2008-09</th>
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<tr>
<td>Total Consulting Sessions</td>
<td>9</td>
<td>23</td>
<td>47</td>
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<tr>
<td>Total Students Served</td>
<td>140</td>
<td>338</td>
<td>804</td>
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The Center plans to enhance the Consulting Program in the upcoming year in order to meet anticipated increases in consulting services. Specific goals for 2009-10 include adding more workshop topics to the program, training additional student staff to serve as leadership consultants, streamlining the request process, and incorporating evaluation components into the program structure.

Through 47 different sessions (one-hour or longer), the Consulting Program served a diverse population of student groups and organizations this year, including:

- Society of Women in Engineering
- Office for Fraternity and Sorority Affairs
- Illini Mentor Program
- Division of Campus Recreation
- Counseling Center Paraprofessional Program
- Alternative Spring Break
- Sportwell Oasis
- American Marketing Association
- Pre-Law Club
- Habitat for Humanity
- Interfraternity Counsel
- Muslim Student Association
- Minority Student Business Association
- And many more
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<tr>
<th>Ethnicity</th>
<th>Number of i-Program Participants</th>
<th>i-Program Participant Percentages</th>
<th>Certificate Program Participant Percentages</th>
<th>Campus Enrollment Percentages</th>
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<td>13.65%</td>
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<td>14.76%</td>
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<td><strong>100.00%</strong></td>
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<tr>
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<td>5.54%</td>
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<td>AHS</td>
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<td>16.24%</td>
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<td>2.99%</td>
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<td>16</td>
<td>1.26%</td>
<td>2.21%</td>
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<td>252</td>
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<td>363</td>
<td>28.56%</td>
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<tr>
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<td>257</td>
<td>20.22%</td>
<td>34.69%</td>
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<tr>
<td>4th</td>
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<td>0.00%</td>
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<tr>
<td>Professional/Graduate</td>
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<td>5.59%</td>
<td>2.21%</td>
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<tr>
<td>Unknown</td>
<td>16</td>
<td>1.26%</td>
<td>2.58%</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1271</strong></td>
<td>100.00%</td>
<td>100.00%</td>
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Campus Collaborations

The Leadership Center at the University of Illinois at Urbana-Champaign is devoted to providing a collaborative and interdisciplinary approach to leadership education, spanning across academic majors, departments, and offices. The increasing impact of Illinois Leadership on students is greatly due to the Center’s motivation and priority in working alongside campus departments and academic disciplines to enrich the education of every Illinois student. The Leadership Center values these collaborative partnerships and continues to cultivate these cross-campus relationships in order to strengthen the foundation of leadership at Illinois.

By intentionally collaborating with multiple colleges and departmental units across campus, the Center effectively reaches out to a diverse demographic of students (e.g. race/ethnicity, gender, citizenship, ability, field of study). A unique feature of Illinois among peer institutions, these significant partnerships allow more opportunities for students to engage in leadership learning, demonstrating how all people can learn and practice leadership in a collaborative, dynamic, and ethical environment.

2008-2009 Partnerships

African American Cultural Center 100 Strong Program

• Joining forces with the Bruce D. Nesbitt African American Cultural Center (BNAACP), the Center offers the Leadership Certificate program, individualized leadership sessions, and participation in i-programs as valuable components of the campus 100 Strong Program.

College of Applied Health Sciences

• Partnering with the College of Applied Health Sciences to offer enrollment in the Leadership Certificate program as part of the requirements for its James Scholars Honors programs.

College of Business

• Partnering with the College of Business to offer enrollment in the Leadership Certificate program as part of the requirements for its James Scholars Honors programs in addition to creating the Sleeman Leadership Institute, piloted in March 2009.

Campus Recreation

• Integrating intentional leadership development components and personal assessments into a division-wide student Employee Development Program.

Division of Intercollegiate Athletics

• Partnering with the Division of Intercollegiate Athletics to offer leadership development and personal awareness training for first-year student-athletes.

Engineering Career Services Center

• The Engineering Career Services Center and Illinois Leadership Center team up to provide workshops, resume reviews, and guest speakers to emphasize the importance of leadership and non-technical skill development in the engineering fields.

International Student and Scholar Services

• Partnering with the Center to help i-programs and other leadership opportunities on campus.

La Casa Cultural Latina

• Solidifying our work with La Casa Cultural Latina to offer leadership resources and workshops for Latina/o students and student organizations.

LEADS Living and Learning Community

• Continuing to team up with the LEADS Living and Learning Community to offer programs during orientation and workshops throughout the academic year, in addition to academic courses such as “Introduction to Leadership Studies” and “Leadership and Social Responsibility.”

Sigma Phi Epsilon Fraternity

• Incorporating a leadership certificate program into the fraternity’s membership development program.

The Career Center

• The Illinois Leadership Center and The Career Center offer programing and the promotion of a shared message that leadership skills are a necessity in a student’s professional development.

“The Career Center and Illinois Leadership Center offer programing and the promotion of a shared message that leadership skills are a necessity in a student’s professional development.”

– John Hedeman, Assistant Dean, Honors, College of Business
In addition to the established collaborations listed on the previous page, the Illinois Leadership Center also acts as a resource for leadership theory, training, and activities. Included below is a partial list of programs and units in the campus and community with whom the Leadership Center partnered in 2008-2009:

- Black Greek Council
- Campus Recreation
- Champaign County Nursing Home
- College of Business LEAD Program
- College of Medicine Summer Prematriculation Program
- Division of General Studies
- East St. Louis Action Research Project
- Emerging Leaders Conference
- Graduate Academy for College Teaching
- i-Start New Student Orientation
- Illini Media Company
- Illinois College Advising Corps
- Illinois Connection
- Inner Voices Social Issues Theatre
- LEADS Living-Learning Community
- Lambda Alpha Lambda Fraternity
- Latina/o Family Visit Day
- Latina/o Student Orientation Program
- LEAD4LIFE
- LGBT Resource Center
- Office of Corporate Relations
- Office of Inclusion and Intercultural Relations
- Residential Life Paraprofessionals Campus Resource Fair
- Sleeman Leadership Institute
- Student Affairs Reunion
- Student Alumni Ambassadors
- Technology and Entrepreneurship Center Charm School Series
- Transfer Student Welcome
- United Greek Council Assembly
- University Housing
- U of IL Extension’s Networking Luncheon
- VCSA Lunch Bunch Leadership Training
- Women’s Forum Leadership Luncheon

“The Leadership Certificate Program is the best program on campus. As a coach, I enjoy mentoring certificate students and helping them connect their academic courses and co-curricular experiences with the development of their leadership skills.”

– Michael C. Loui, Professor of Electrical & Computer Engineering and Leadership Certificate Coach
Leadership in the Classroom
The Leadership Center continues to partner with academic colleges across campus in order to expand and enhance leadership education in the classroom. In addition to the co-curricular leadership programs the Center offers, many faculty and academic professionals across campus are involved in teaching leadership in various interdisciplinary courses. These academic courses are offered through multiple colleges and provide students with valuable ways to expand their leadership learning by connecting the practice of leadership to theoretical leadership contexts within the classroom. However, the demand for course enrollment continues to increase as more students join the Leadership Certificate Program, thus making the creation of an academic minor in Leadership Studies a vital next step for expanding leadership education at Illinois.

Academic Partnerships
In addition to offering leadership content courses in various fields of study, Center staff members have collaborated with faculty across campus to serve as guest lecturers on relevant leadership topics. By providing specific training on topics ranging from effective group and team dynamics to emotional intelligence and cross-cultural communication, the Center is able to infuse important leadership competencies into existing course curricula. Specific course partnerships include:

- AGED 199: Leadership and Social Responsibility
- AGED 260: Introduction to Leadership Studies
- AGED 360: Advanced Leadership Studies
- AGED 380: Leadership in Groups and Teams
- AHS 199: Mentoring and Leadership
- AHS 399: Civic Engagement in Wellness
- ENG 100: Engineering Orientation
- GE 361: Emotional Intelligence Skills
- HDFS 426: Family Conflict Management
- HDFS 450: Practicum in HDFS
- HRE 530: Organizational Development
- NRES 285: Field Experience

Leadership Center staff members are also involved in serving as a resource to instructors to emphasize the impact developed leadership competencies in students can have on the classroom environment. For the past two years, Center staff have presented at the annual Faculty Retreat, which shares best practices and new information in teaching pedagogy to faculty across campus, as well as at the Graduate Academy for College Teaching for new graduate and teaching assistants.
The purpose of the Illinois Leadership Coordinating Committee (ILCC) is to promote the advancement of Illinois Leadership at the University of Illinois. Comprised of a diverse cross-section of students, staff and faculty from each academic college and student affairs unit, the ILCC supports the mission and vision of the Illinois Leadership Center by identifying growth areas and strategic priorities. Jointly charged by the Provost and the Vice-Chancellor for Student Affairs, the ILCC accomplishes its goals through the organization of strategic working groups.

The 2008-09 ILCC was comprised of 73 individuals from across campus arranged into eight strategic working groups: Enhancement, Assessment, Business Plan, Civic Commitment, Leadership Studies Initiative, Leadership-in-Or, National Recognition, and University 101.

Charged with solidifying current initiatives and identifying future areas for growth, the 2008-09 Leadership Coordinating Committee experienced many accomplishments over the course of the year. Among these accomplishments, four main themes were identified as main priorities to expand the Illinois Leadership initiative for campus. These themes encompass the strategic goals needed to ensure the University of Illinois at Urbana-Champaign is nationally recognized as a place where students learn leadership.

**Theme One:** Creating leadership education infrastructure at Illinois. Already well-known for its co-curricular initiatives, the Illinois Leadership initiative should focus on developing its academic footprint. To this end, the Leadership Minor working group identified key infrastructure components necessary for a sustainable Leadership Studies Minor and solicited partnerships within academic colleges to promote the proposed minor. In addition, the College of ACES was identified as the administrative home for the minor. The Assessment working group revised the ILC Alumni Survey into a more accessible and streamlined format while partnering with the Center for Teaching Excellence to include a qualitative question on the campus Senior Survey regarding effectiveness of leadership education. Illinois will also participate in the second iteration of the national Multi-Institutional Study of Leadership (MSL) to identify how Illinois compares to other universities across the nation. The Business Plan working group also created a consistent framework upon which to evaluate the level of student leadership experience.

**Theme Two:** Increasing visibility and reach of leadership education. The Illinois Leadership Center is comprised of a number of unique attributes which can be leveraged to set the University of Illinois in a place of preeminence among its peers. Throughout the year, the ILCC worked to increase local visibility at the University of Illinois. “Leadership On and Off the Court”, a special segment of the Big Ten Network on leadership at Illinois, was produced and broadcast nationally. A prioritized marketing plan was created to identify main avenues to promote Illinois Leadership in the local community; this plan would be part of a proposed marketing toolkit, a collection of resources to share consistent messages regarding the purpose, mission, and resources of the Illinois Leadership Center with audiences within and outside the campus community. In addition, the Civic Commitment working group applied for a Learn & Serve grant to connect leadership skill development more strongly to
To position the Illinois Leadership Center for success in the near future, the Illinois Leadership Center Coordinating Committee for 2009-2010 will play an important role in supporting the above strategic priorities. Of utmost importance is ensuring the ILC has stable funding to operate its core programs while augmenting the academic components available. The Center needs to focus on improving its academic program at Illinois, a preeminent research institution, by creating a community of leadership researchers and identifying how to accurately measure how students gain significant leadership experiences.

To this end, the proposed working groups and goals for the 2009-2010 Leadership Coordinating Committee include:

**Theme Three:** Building collaborative relationships
The Illinois Leadership Center’s mission, value, and approach to leadership education rely on building collaborative relationships to serve a greater number of Illinois students with a significant leadership experience. By serving as a hub for leadership resources on campus, the Center is able to provide customizable leadership development opportunities for individual Academic or Student Affairs units while promoting a baseline of high-quality, relevant content. The Advancement working group created a model for collaborative fundraising which will be piloted with the Colleges of ACES and LAS in the coming year to fundraise for leadership initiatives across campus and within the Illinois Leadership Center. The Leadership Studies Initiative working group hosted two successful ‘Leadership Incubator’ luncheons which engaged over fifty faculty, staff, and students in leadership scholarship projects to build a community of leadership scholars at Illinois. The University 101 working group successfully connected with instructors of college introductory courses and drafted a flexible toolkit of leadership resources to enhance the leadership education of freshman students in each college.

**Theme Four:** Consolidating resources in a time of fiscal challenge
Due to the current financial situation, it is imperative that considerations for expanding the Illinois Leadership initiative are done so with attention towards required financial resources. The Leadership Minor working group was intentional in structuring an interdisciplinary minor that was comprehensive, but also cost-effective and utilized pre-existing academic courses within participating departments. The Advancement working group was attentive to the challenges of creating a collaborative fundraising model given the current economic environment. By creating a model that allows for efficiencies in marketing, stewardship, and fundraising, the Advancement working group successfully allowed for a pilot program which helps both Illinois Leadership and college units have the financial support to ensure 30% of Illinois students graduate with a significant leadership experience. In order to add value to existing civic commitment courses, the Civic Commitment working group worked to create resources for faculty and staff instructors through the creation of an online module framework linking service-learning, leadership, and course curriculum components.

To position the Illinois Leadership Center for success in the near future, the Illinois Leadership Center Coordinating Committee for 2009-2010 will play an important role in supporting the above strategic priorities. Of utmost importance is ensuring the ILC has stable funding to operate its core programs while augmenting the academic components available. The Center needs to focus on improving its academic program at Illinois, a preeminent Research 1 institution, by creating a community of leadership researchers and identifying how to accurately measure how students gain significant leadership experiences.

To this end, the proposed working groups and goals for the 2009-2010 Leadership Coordinating Committee include:

**Advancement**—to focus on promoting a collaborative fundraising model and constructing baseline fundraising goals for the Center.

**Leadership Studies Minor**—to focus on forming a faculty advisory committee for the minor, as well as working to create the organizational infrastructure for administering the minor by Fall 2010.

**Leadership Research Initiative**—to focus on determining effective ways to recruit leadership researchers and determine supportive and sustainable methods of disseminating leadership scholarship at Illinois.

**Measuring Leadership Impact**—to focus on analysis of leadership data from surveys as well as implement the taxonomy for determining a significant leadership experience.
2008-2009 Illinois Leadership Coordinating Committee Members

Ellen Amberg, Associate Director College Relations, Alumni Association
Nathaniel Banks, Director Campus Community Interface Initiative, Vice Chancellor for Public Engagement
Lisha Banks, Director, YWCA
Karen Bender, Associate Director, Office of Corporate Relations
Theresa Benson, Program Coordinator, Counseling Center
Claire Brady, Program Coordinator, University Housing
Lisa Burgoon, Visiting Program Coordinator, ACES
David Byers, Assistant Director, Office of Business & Financial Services
Shane Carlin, Assistant Vice-Chancellor, Student Affairs Advancement
Arran Caza, Professor, Business Administration
Megan Cline, Director of Principal Gifts/Gift Planning Advisor, U of I Foundation
LaTanya Cobb, Program Director, Illinois Leadership Center
Michael Danielson, Assistant Director, Campus Recreation
Belinda De La Rosa, Special Assistant to the Dean, Office of the Dean of Students
Barry Dickerson, Senior Director of Development, ACES
Fritz Drasgow, Professor, Psychology
Tom Emanuel, Director for Academic Affairs, Aviation
Mulu Ferede, Associate Director, Illini Union
Marc Goldman, Senior Assistant Director, Housing
Anna Gonzalez, Associate Vice Chancellor, Student Affairs/Office of Inclusion and Intercultural Relations
Kim Graber, Associate Professor, Kinesiology and Community Health
Tom Grayson, Assessment Program Coordinator, Student Affairs Assessment
Steve Hall, Lecturer, Advertising
Don Hardin, Head Varsity Volleyball Coach, Division of Intercollegiate Athletics
Violet Harris, Associate Dean, Curriculum & Instruction
Chris Harris, Research Specialist, Public Affairs
Jeffrey Headtke, Academic Advisor, Business
Ruth Hoffman, Associate Director Learning Communities, Liberal Arts & Sciences
Bridget Jamieson, Coordinator of Marketing & Information, Public Affairs
Herb Jones, Area Coordinator, Residential Life
Renique Kersh, Assistant Dean for Academic Affairs, Applied Health Sciences
Pradeep Khanna, Associate Vice Chancellor, Public Engagement
Laurie Kramer, Associate Dean Academic Programs, ACES
Kristi Kuntz, Assistant Provost for Undergraduate Education, Office of the Provost
John Lammers, Associate Professor, Communication
David Lange, Associate Head, Civil & Environmental Engineering
Laura Lawson, Director ESLARP/Assoc Professor, Landscape Architecture
Michael Loui, Professor, Electrical & Computer Engineering
Adele Lozano, Director, La Casa Cultural Latina
Lissa May, Regional Director of Gift Development, U of I Foundation
Anthony Mendes, Executive Director, Academy Entrepreneurial Leadership
Ann Mester, Associate Dean, Liberal Arts & Sciences
Joe Minarik, Education Specialist, Counseling Center
Peter Mortensen, Associate Provost, Office of the Provost
John Ory, Director/Professor, Center for Teaching Excellence
Julian Parrott, Assistant Provost/Director, Division of General Studies
Ray Price, Professor, General Engineering
Umberto Ravaioli, Senior Assistant Dean for Undergraduate Programs, College of Engineering
Gail Rooney, Director, The Career Center
Dave Rosch, Assistant Director, Illinois Leadership Center
Jan Slater, Professor, Advertising
Sharla Solia, Assistant Director, Institutional Advancement
Marian Stone, Assistant to the Associate Dean, Fine & Applied Arts
Kimberly Sugden, Associate Director, Academy Entrepreneurial Leadership
Sara Thompson, Acting Director, Illinois Leadership Center
Raynita Trent, Research & Policy Analyst, Bureau of Educational Research
Megan Tucker Zwilling, Director of Student Services Center, College of Media
Joan Volkman, Senior Director of Development, Liberal Arts & Sciences
Valeri Werpetinski, Education Specialist, Center for Teaching Excellence
The following served as members of individual working groups:

Joseph Hinchliffe, Director of Undergraduate Studies, Political Science
Walt Hurley, Professor, Animal Sciences
Kirstin Phelps, Program Director, Illinois Leadership Center
Leslie Schwartz, Program Manager, Illinois Leadership Center

The following students also participated in the coordinating committee:

Lindsay Dowdy, Division of General Studies
Paul France, Education
Adam Frank, Media
Michael Winegardner, Liberal Arts & Sciences
Jasmine Williams, Media
Jazmine Vazquez, Division of General Studies
Carol Regalbuto, Engineering
Carly Rakes, ACES
Sarah Hernandez, Applied Health Sciences
Evan Hultine, ACES
Dan Marcus, Applied Health Sciences
Chelsea Nelson, Education
Richard Persaud, Liberal Arts & Sciences
Mahika Sood, Liberal Arts & Sciences

“It was a great experience!! Integrity is a program that made me realize the difference between values and morals and how they are interconnected... you come to know the leadership skills in you that you might not know.”
- Integrity participant, September 2008
The Illinois Leadership initiative reflects the sustained passion and commitment of Illinois students, faculty, staff, and friends towards developing a preeminent leadership program at the University of Illinois. Upon the inception of Illinois Leadership, Tony Petullo granted the largest gift to Student Affairs in the amount of $1 million dollars to support the open access to leadership development for all students at Illinois. From this initial gift, the Illinois Leadership Center has grown to consistently provide high-quality, cutting-edge curricular and co-curricular leadership resources to the entire campus with additional support from individual and corporate partners.

In the coming years, we will face a distinct challenge. The Illinois Leadership Center continues to grow in popularity, demand and preeminence. Coupled with the charge that 30% of Illinois students graduate with a significant leadership experience, the Center anticipates increased demand for its programs and services. To meet this expanded audience, it is essential that we are able to solidify the financial support needed for growth. The goal in the next 5 years is to increase the percentage of recurring dollars; currently, the Center’s budget is comprised of 57% recurring dollars and 43% non-recurring dollars. The majority of leadership programs are funded by non-recurring private gifts or corporate sponsorships.

Center staff have worked diligently to decrease the costs of our programs and services. Since 2006-07, our program per participant costs have shrunk 30% from $327 per student to $227 per student. In recognition that funding from private, non-recurring dollars is becoming increasingly scarce, we have been deliberate in reducing overhead and administrative costs through creating efficiencies and using economies of scale within our programs.

While the Leadership Center would like to offer additional programs to meet increased student demand, we currently lack the financial resources necessary to expand the number of programs offered without significantly decreasing their educational impact.

With the Brilliant Futures gift from Caterpillar, Inc., the Center secured additional, and crucial, financial resources. Caterpillar’s gift reflected the priority at Illinois for leadership education and supported the necessary growth needed to reach 30% of the student population with a significant leadership experience. However, additional resources will need to be identified in order for the Leadership Center to have the necessary financial base upon which current and future programs may flourish.

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“Students from all backgrounds, with or without leadership roles, are afforded the opportunity to learn about themselves, how they relate to others, and how to work effectively with others to produce the best results. Hundreds of students have told me how the Illinois Leadership programs have positively changed their lives, and how the training has made them better prepared for a successful career.”

— Tony Petullo, ’61 Graduate and Individual Donor
Individual and Corporate Partners

The Illinois Leadership Center’s Partnership Program includes individuals and corporate representatives who support Illinois Leadership through financial contributions and by serving as volunteers in our programs. Without the support of our generous partners, the Illinois Leadership Center would not be able to offer i-programs and other leadership development resources to Illinois students at no cost. These donors take pride in helping to develop leadership and growth in students. We recognize them for their generosity and support of Illinois Leadership and leadership education for all students.

Individual Donors

Tony Petullo

With fond memories of his time spent at Illinois, Tony Petullo (’61 Marketing) generously made the largest outright gift ever received by Student Affairs. The Petullo endowment extends opportunities for students in all colleges on campus to learn realistic leadership skills.

John Graf

The generous endowment from John (’81 Economics) and his wife, Maureen, created the Graf Internship Program for the Illinois Leadership Center which offers four pre-professional internship positions to undergraduates each year.

Richard Cavenaugh

Richard Cavenaugh’s (’82 Engineering) endowment created and provides ongoing support for the leadership resource library at the Center. The library serves as a resource for students, faculty, and staff who are looking for leadership articles, journals, activities, and models.

Jeffrey Moss Memorial Fund

The Moss Memorial Fund was established to recognize outstanding Leadership Coaches who support, encourage, inspire and mentor students participating in the Leadership Certificate Program.

Annual Donors

Jennifer and Matthew Longino (’96 Business and ’94 Psychology)

Christopher S. Dillion (’03 Business)

Corporate Partners

Monsanto Company

Caterpillar Foundation

“\nThe personal awareness and growth obtained through the Illinois Leadership Center programs shaped my student leadership experiences at the University of Illinois. The Illinois Leadership Center is a wise investment in the future of our institution and our students.”

- Christopher S. Dillion, Annual Donor
2008-2009 Illinois Leadership Center Staff

Staff

Sara Thompson,
Acting Director

David Rosch,
Assistant Director

Kirstin Phelps,
Program Director

LaTanya Cobb,
Program Director

Leslie Schwartz,
Program Manager

Angela Ennis,
Administrative Aide

Graduate Assistant

Vetisha McClair

Phil Johnson
Miles Kilgallon
Cecilia Macias
Andrea Steele

Student Employees

Ashley Aneloski
Jennifer Allspach
Kevin Collins
Bailey Hatch
Greg Karolich
Richard Persaud
Jose Ramos
Charitee Rummage
Simone Williams
Strategic Goals for 2009-2010

In looking at the upcoming year, the Illinois Leadership Center (ILC) considered what aspects would encourage the most beneficial growth and momentum towards reaching an increasing number of students at Illinois with significant leadership experiences. The ILC determined the most important focus for 2009-2010 would be accomplished best through building up the academic partnerships of Illinois Leadership while remaining attentive to the high quality of our core programs. In addition, it is increasingly important for the campus and the Center to consider opportunities for national recognition. To this end, the Illinois Leadership Center identified the following priorities for the upcoming year:

1. Creating structural ties to academic units. For the Illinois Leadership initiative to continue to grow in preeminence, it is essential that Illinois has a strong academic program to complement its co-curricular foundation. In 2009-10, the Center will focus its efforts on creating a framework for an academic leadership development program and work to solidify that framework with the implementation of an interdisciplinary Leadership Studies Minor. In addition, the Center has plans to further the work of the 2008-09 Leadership Studies Initiative working group by building resources to support a community of leadership scholars on campus.

2. Promoting cohesive marketing messages. As a main message of the 2008-09 National Recognition working group was the importance of gaining national preeminence by first growing local visibility, the Center has prioritized the creation of cohesive marketing messages for both campus and off-campus audiences. The completion and dissemination of the proposed National Recognition Toolkit is a main priority in 2009-2010, as is the augmentation of internal marketing resources to better promote the Illinois Leadership Center on campus.

3. Maintaining the quality and efficiency of core programs. It is essential that the successful core programs offered by the Illinois Leadership Center continue to remain of high quality and worth to students and staff at Illinois. Concurrently, it is important that as the demand for these programs grows, Center staff can standardize program management processes for future expansion. As a result, a focus for 2009-2010 will be on improving the administration of Center programs, including bundling resources, better supporting our large volunteer base, and improving program curriculum.
2009-2010 Calendar of Events

June 2009
- Intersect (Sunday, June 14, 2009)

September 2009
- Intersect (Saturday, September 26, 2009)
- Integrity (Saturday, October 17, 2009)

October 2009
- Illinois Leadership Center Kick-Off (Monday, September 21, 2009)
- Insight (Friday – Saturday, October 23-24, 2009)

November 2009
- Intersect (Saturday, November 14, 2009)

December 2009
- Leadership Certificate Fall Completion Luncheon (Wednesday, December 16, 2009)
- Insight (Monday – Tuesday, January 4-5, 2010)
- Insight (Friday – Saturday, January 8-9, 2010)
- LeaderShape (Sunday – Friday, January 10-15, 2010)
- Ignite (Wednesday – Friday, January 13-15, 2010)

January 2010
- Integrity (Saturday, February 6, 2010)
- Imprint (Saturday, February 20, 2010)
- Insight (Friday – Saturday, February 26-27, 2010)

February 2010
- Integrity (Saturday, March 6, 2010)
- Intersect (Saturday, March 13, 2010)

March 2010

May 2010
- Leadership Certificate Completion Ceremony (Tuesday, May 4, 2010)
- Ignite (Monday – Wednesday, May 17-19, 2010)