A Focus on Learning

Illinois Leadership® Center
2009-2010 Annual Report

University of Illinois at Urbana-Champaign

Expanding student minds, gaining insight and new perspectives - the focus of the Leadership Center this past year was about students learning leadership. As a staff, we paid careful attention to identifying the best methods and approaches to help students gain leadership skills through analyzing our leadership programs, considering our fiscal and human resources, and focusing on student needs for leadership education.

With our campus and alumni partners, we worked diligently to enhance and strengthen the leadership programs and initiatives at Illinois. Efforts were made to advance a Minor in Leadership Studies, to develop a collaborative fundraising model between advancement officers in student affairs and academic units, and to strengthen our Certificate program due to increased student participation. Staff added a new Certificate orientation program, a student re-enrollment survey and enhanced support for leadership coaches.

In addition, we spent a significant amount of time carefully considering our funding structure and made difficult decisions to reduce expenses while ensuring that student learning was at the forefront of every decision. I am proud of the staff and their enduring capacity to ask tough questions and challenge our mental paradigms of how leadership programs need to be structured and the ways leadership content can be delivered. During this process, we spent time asking ourselves: “What services do we provide that are exemplar, unique, and instrumental to the Illinois student experience?”

After much thought and reflection, we decided our core contribution to the campus was in providing high-quality, open-access leadership programs to all students at no cost. To best sustain success in this effort, the Leadership Center staff decided to reduce our multi-day i-programs to one day, which significantly reduces travel and overnight expenses. We eliminated our by-request consulting program and introduced a new workshop series open to all students. This new series will offer three types of workshops to help students develop leadership skills, including skill-based sessions, alumni workshops, and style assessment workshops focusing on assessments such as DiSC® and StrengthsQuest®.

As we look to the future, I am confident our programs and services will continue to meet students’ leadership development needs. Our Center and services are nationally recognized as one of the cutting-edge leadership centers in the country and around the globe. By maintaining this focus of student learning, we will continue to expand minds, perspectives and leadership knowledge to Illinois students.

On behalf of the Leadership Center staff, I invite you to learn more about the challenges and successes we have experienced in the past year. We hope you will share your thoughts and reactions with us. It is together that we enhance students learning and prepare Illinois students for the future.

Sincerely,

Sara Thompson
Acting Director
Glossary of Terms

**i-Program**: One of several 1-3 day programs focusing on specific leadership skills that serve as the foundation for leadership education in the Illinois Leadership Center.

**Insight**: An overnight program that focuses on self-awareness and self-management skills.

**Intersect**: A one-day program where students learn valuable interpersonal skills.

**Ignite**: A three-day retreat that educates students about organizational skills such as change management, systems thinking, and coalition-building.

**Imprint**: A one-day program that focuses on applying leadership skills in new environments through effective networking and recruiting leadership mentors.

**Integrity**: A one-day program designed to teach students how to apply ethics and personal values to one’s leadership practices.

**LeaderShape**: A six-day institute where students learn how to lead with integrity and a sense of personal mission.

**Consulting**: A by-request service for intact student groups to get paired with Center staff for one-on-one or organizational consulting.

**Leadership Certificate**: The award-winning multi-semester structured program for students interested in developing leadership skills through classroom education, practical experiences, and coaching.

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Office Overview

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, students, and alumni 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. These services include our current programs, retreats, institutes, workshops, academic resources, consulting services, and practical employment opportunities.

Philosophy

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

Skills-based Model of Leadership

**SELF DEVELOPMENT**

1. **Self Awareness**
   - Assessment of strengths and weaknesses, values, motivations, passions, leadership styles

2. **Self Management**
   - Reflection, integrity, initiative, accountability, adaptability, goal setting, wellness

**INTERPERSONAL DEVELOPMENT**

3. **Relationship Building**
   - Empathy, inclusivity, impartiality, fairness, trust

4. **Communication Skills**
   - Listening, intercultural communication, non-verbal, verbal & written communication

5. **Ethical Practices**
   - Power and empowerment, decision-making, influence, integrity

6. **Team Development**
   - Facilitation, collaboration, conflict resolution, followership, compromise, assessing group strengths and weaknesses
ORGANIZATIONAL/GROUP DEVELOPMENT
7. Leading Change
   • Visioning, creativity, risk-taking, personal resiliency, modeling
8. Project and Program Effectiveness
   • Organizing, budgeting, planning, delegating, continuous improvement,
     recognition and celebration, recruiting, retention, documentation, assessing
     impact
9. Systems Thinking
   • Complexity, critical thinking, politics, environmental factors, technology
10. Community Building
    • Citizenship, cultural understanding, coalition building

TRANSITIONAL DEVELOPMENT
11. Sustaining Leadership
    • Networking, coaching, developing others, mentoring, perpetual learning

i-Programs
Leadership Certificate Program
Academic and Co-curricular Workshops and Presentations
LeaderShape
Consulting
Cavenaugh Leadership Library
Graf Internship and student employment
Annual Highlights

INTERNATIONAL VISITORS
The ILC hosted a number of guests who were interested in learning more about the Center, its services for students, and the ways leadership education is realized at Illinois.

Uganda: In October, Regis Namuddu, the Director of the Leadership Centre at Makarere University in Uganda visited the Leadership Center to learn more about its programs and services. She had identified the University of Illinois as the one institution she wanted to visit during the time she was in the United States due to our open programs and no-fee services.

Chile: In November, Fernanda Rejes, Coordinator of the Center for Teaching Development at the Universidad Catolica de Chile, visited the Leadership Center to learn more about our educational philosophy in developing student competencies.

Australia: In February, Robert Stephenson, General Manager of the Student Union at LaTrobe University in Bendigo, Australia, spent two days with faculty and staff at the Leadership Center learning more about the Center’s programs and services. He initially sought out the Center for its quality programs designed to reach a comprehensive and diverse student audience.

The Center also consulted with a number of U.S. based faculty and staff in leadership education. Institutions who contacted the Leadership Center to learn more about our services or request advice included Texas A&M, University of Texas at Austin, Western Michigan University, University of Oklahoma City, and La Guardia Community College.

RE-ENVISIONING “INTEGRITY”
Integrity is the Center’s newest i-program, released in the Spring 2007 semester. The Center’s assessment data identified Integrity’s effectiveness in teaching students to make thoughtful and ethical decisions. For example, 3 out of 4 participants stated that the program had a “great” or “very great” effect on their ability to lead with integrity. However, it also revealed that student satisfaction, while good, could be better. Therefore, the Center restructured the program to include more contemporary case studies and active student participation levels. This past year, effectiveness rates increased, with satisfaction levels increasing by 14%. One student, after attending Integrity, shared, “I learned so much about [Integrity that] I used to be so unsure about. I learned about values, character, acceptability, and more. I met a lot of new people and discovered more about myself. Overall, it was fantastic!”

LEADERSHIP CERTIFICATE PROGRAM RESTRUCTURING
The Leadership Certificate hosted its first completing class in Fall 2005, when 16 students completed the program. Since its inception, 226 students have completed their Leadership Certificates; 61 of whom completed this past year. More than 400 students were active in working on requirements throughout the year, and the Center hosted workshops attended by a total of 404 students. As a means to offer high quality service to meet student needs amidst almost continual growth, the Center has added structure to the program in two significant ways:

1) Enrollment Periods. While any interested student can still enroll to pursue a Leadership Certificate, they can do so now only during a 10-week window of time each semester. This allows Center staff to better manage the process by which students become oriented to the program and paired with a Leadership Coach.

2) Mandatory Orientation. Students must now attend a mandatory Certificate Orientation Workshop prior to enrolling in the program. This ensures that students agree with the requirements of the program and are better prepared to develop a productive relationship with their assigned Leadership Coach.
"Being a coach in the UI Leadership Program has been a positive experience for me. I entered Student Affairs, as a career, to work with college students and the opportunity to serve as a coach has reinforced my goal. Through this program, I have worked closely with several outstanding UI students—it has been a great experience."

— Jack Collins, University of Illinois Housing Director, Spring 2010 Jeffrey Moss Outstanding Leadership Coach

**CURRICULUM DEVELOPMENT**

The Center was forced to cancel two of its i-programs in the 2009-10 academic year—a January Insight program held in Chicago, and a May Ignite program held in Urbana. Canceling both multi-day programs allowed the Center to balance its short-term budget during the fiscal year. To plan for continued decreased revenue, Center staff have already begun the process of re-writing the curriculum for its two multi-day programs—Insight and Ignite—to structure them as single-day, local programs. This program redesign allows for balanced budgets moving forward.

To augment services while decreasing i-program offerings, the Center also piloted a Leadership Workshop Series. The series was designed to provide shorter, more practically-focused workshops that take place on weekday evenings. Beginning with a negotiation skills workshop in the Fall (in collaboration with the Office of Conflict Resolution), and continuing in the Spring with programs on team dynamics, multicultural leadership, and negotiation skills, the Center had 216 students participate. Overall assessment results were quite positive, with 97% of participants finding the time beneficial and their leadership skills enhanced. This upcoming year, the Center plans to release a full complement of workshops on similar topics as well as coordinating effective meetings, managing organizational transition, the art of difficult conversations, power and influence in organizations, and managing conflict. Additional workshops on personal style assessments are also planned to help students recognize their individual strengths and improve the ways they work in teams.

"I have learned to be a proactive leader in any setting I am placed. I want to contribute in a group, project and community. I plan to leave my mark because it could make a difference in the lives of others."

— Leadership Certificate completer, Spring 2010, African-American female, Senior, Applied Health Science

"The Illinois Ignite Program was an amazing event. I met some exemplary people with the same desire as me to lead with integrity. The curriculum has improved my ability to find solutions to real-world problems and to inspire others to achieve more with their lives."

— Junior, Caucasian male, Liberal Arts and Sciences
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.

3 Programs Offered
243 Students Participating
36 Volunteers

"Insight was a great leadership opportunity in which you can learn about yourself, your values, strengths, and then reflect on how to improve. It was a fun experience with energetic facilitators that really care about the development of students into leaders."
- Insight participant, January 2010

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
314 Students Participating
40 Volunteers

"Intersect is an amazing experience. It helps you find out more about yourself and to embrace your differences while accepting others. It is a fun, social event that also works to teach and influence the leadership qualities in everyone."
- Intersect participant, November 2009

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.

1 Program Offered
69 Students Participating
6 Volunteers Facilitators

"Ignite was great real world experience. It took all the perks of an internship and leadership seminar and packed it altogether into a 3 day conference."
- Ignite participant, January 2010

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
186 Students Participating
30 Volunteers

"Imprint provided great knowledge and opportunities in networking. All of the facilitators were very willing to share personal experiences and offer advice. It was a wonderful group of dedicated alumni and students working together for a positive future for both."
- Imprint participant, February 2010

Impact Assessment
2009-2010: i-Programs

"My facilitator was really inspiring in terms of helping us to think about questions, be open and speak up. He was both smart and caring, and at the same time showed strong personal characteristics which greatly impressed and taught me."
- International Female, College of Law

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
241 Students Participating
27 Volunteers

"Integrity really made me want to evaluate my actions and behaviors more. I am more aware of the consequences my decisions bring, and now I am going to assess my decisions in more detail."
- Integrity participant, October 2009
Leadership Certificate

The Leadership Certificate program has experienced tremendous growth in the past few years. The number of students enrolled in, and completing the program, has tripled since 2005-2006. This year, 61 students completed the program, while 289 students are currently actively working one-on-one with over 200 faculty, staff, alumni, and community members serving in this role.

“The Leadership Certificate program has been vital to my development as a successful student and leader. Every program, class, and exercise taught me something useful to be applied in varying situations. In general it allowed me to get to know myself, understand my true values and goals, and gave me the tools and confidence to unite others on campus and in my community to work towards those values or goals that we shared.”

– Denise Studer, Certificate completer, May 2010, Caucasian female, Senior, ACES

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 2010, 62 students from diverse campus units and student organizations completed the program.

“Developing my vision, and participating in the program in general, helped me develop a passion that I didn’t know I had.”

– LeaderShape participant, January 2010

Leadership Workshops

Piloted in Spring 2010, the Leadership Center’s new evening workshop series was designed as short-term practical leadership training events for Illinois students. Topics included Maximizing Team Success, Negotiation Skills, and Multicultural Leadership. Overall, 216 students participated in these 3-hour programs, and 97% “agreed” or “strongly agreed” that the workshops provided them with valuable leadership skills they could begin applying immediately.
Direct Services

The Leadership Center provided a large variety of educational opportunities for students, all of which are in high demand.

2389 students served, including:
• 61 Leadership Certificate completers
• 289 active Certificate students
• 1053 i-Program participants
• 216 Leadership Workshop participants
• 863 Consulting Program recipients

Informal Direct Services

In addition to formal programs and services, the Leadership Center staff continually sought new ways to engage students who may not be familiar with the Center and its services - through one-time classroom presentations, outreach events, and student organizations.

8744 students served through informal or formal short presentations or outreach sessions, including:
• In the classroom: 1413 students reached through formal classroom presentations
• Through focused workshops: 1969 students participated in structured workshops through academic courses or registered student organizations
• Within student organizations: 2622 students through informal outreach sessions to student groups
• At large events: 2740 students received information or spoke to Center staff about leadership opportunities through booths hosted at various fairs and events
• On the web: 47,465 hits to the Leadership Center website, representing 24,207 unique users. Approximately 40% of those users logged in to the site to access our programs
Indirect Services

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

- **The Sleeman Leadership Institute**, serving over 100 first-year honors students in the College of Business
- **AGED 260, Introduction to Leadership Studies**, serving 210 students from across campus, offered by the College of Agricultural, Consumer, and Environmental Sciences
- **Accountancy Department 300-level courses**, serving over 600 students in the College of Business, where all enrolled students participate in leadership modules
- **100 Strong Leadership Program**, the African-American Cultural Center’s signature leadership program, where over 100 first-year students receive leadership training
- **iFoundry**, a cutting edge approach to comprehensive undergraduate education for first-year students in the College of Engineering, where Leadership Center staff provide leadership training
- **LAS 122, Leadership and Society**, serving over 200 first-year honors students in the College of Liberal Arts and Sciences
- **Pre-freshman programs in the Colleges of Fine and Applied Arts and Engineering**, where the Center has created leadership modules for summer academic courses
- Leadership Courses, where Center staff has partnered with the **College of ACES to create courses in Leadership in Groups and Teams (AGED 380) and Leadership Ethics and Multiculturalism (AGED 340)**

“Working with the Illinois Leadership Center has been highly beneficial. Dave Rosch helped develop classes that teach our students about effective interpersonal relations and team dynamics. Our students now have the tools to productively engage in group work and apply leadership principles to various aspects of their lives.”

— Susan Thomas, Lecturer, Department of Accountancy
Impact Assessment 2009-2010: Participation Demographics

Participation by students in Leadership Center programs continues to be strong and diverse. Students who attended i-programs were representative of the overall Illinois population with regard to gender, race, class year, and home college.

“This past year, approximately 25% of students who registered to attend an i-program were not able to due to lack of space.”
Impact Assessment

2009-2010 : Significant Collaborations

Significant Collaborations

As the hub for leadership education at the University of Illinois at Urbana-Champaign, the Illinois Leadership Center manages a number of noteworthy relationships with various campus and campus-related units. A sample of key collaborations is mentioned below.

Sleeman Leadership Institute, College of Business

Begun in 2008-2009 as a result of generous gift from Thomas Sleeman (BS Accountancy, ’54), the Leadership Center developed curriculum and continues to administrate and train facilitators for the two-day institute open to freshman College of Business James Scholars.

Department of Accountancy 300-level laboratory classes, College of Business

Staff within the Leadership Center developed curriculum and trained staff and graduate student facilitators to provide four class sessions on topics ranging from contemporary leadership challenges to emotional intelligence for all Accountancy majors.

Honors Course, College of Liberal Arts and Sciences

Center staff served as curriculum consultants for the development of LAS 120, Leadership and Society, a required course for all first-year honors students in LAS. In addition, several staff within the Center served as instructors for this course, now offered every spring semester.

iFoundry Programming, College of Engineering

iFoundry is a growing initiative in Engineering designed to serve as a cross-disciplinary incubator to update engineering curriculum to better reflect contemporary challenges and opportunities. The Leadership Center is engaged in providing a variety of workshops and leadership skill presentations for students involved in this initiative.

Pre-freshman transition programs, College of Fine and Applied Arts and College of Engineering

The Leadership Center is currently engaged in providing leadership development opportunities for pre-freshman students in FAA and ENG – those students who attend summer programs prior to their fall semester enrollment.

Course Curriculum Creation, College of Agricultural, Consumer, and Environmental Sciences

This past year, staff in the Leadership Center created, and currently serve as instructors, to two new courses in the College of ACES: AGED 340, Leadership Ethics and Multiculturalism, and AGED 380, Leadership in Groups and Teams.

NASPA Undergraduate Fellows Program, Office of the Vice Chancellor for Student Affairs

The University of Illinois was chosen to host the summer leadership institute for undergraduates from across the nation involved in the NASPA Undergraduate Fellows Program. Center staff were involved in providing logistical support as well as facilitating a session on leadership development during the Institute.

100 Strong Leadership Program, African American Cultural Center

Since the program’s inception in 2007-2008, the Leadership Center has provided leadership development workshops for all enrolled students in collaboration with the Office of Inclusion and Intercultural Relations.

New Member Education Units, Sigma Phi Epsilon Social Fraternity

The Leadership Center has provided a number of leadership development programs each semester for the new member class on topics such as goal setting, action planning, and personal resiliency.

James Scholars Programs, College of Business and College of Applied Health Sciences

The Center’s Leadership Certificate Program currently serves as one of the options for students interested in fulfilling James Scholar requirements within both colleges.
Accomplishments

The Illinois Leadership Coordinating Committee (ILCC) is a committed group of faculty, staff, and students across the University of Illinois who identify and create strategic initiatives that further the development of leadership skills for Illinois students. Comprised of 45 members representing each academic college and several units within the Division of Student Affairs, the committee was divided into four working groups:

- Leadership Minor
- Advancement Initiatives
- Leadership Research Community
- Measuring Impact

The ILCC also supported a newly-formed Student Leadership Advisory Group (SLAT), comprised of 14 students from different academic colleges. These students served to represent the diversity of students found at the University of Illinois. The group not only provided constructive feedback and advice on strategic initiatives; it also represented the Leadership Center at important events such as the Imprint Alumni Coach reception, the Cavenaugh Library Dedication Ceremony, and many others. It also conducted focus groups and created an outline for a new workshop series that the Center hopes to offer beginning in Fall 2010.

A summary of the significant accomplishments per each working group mentioned above are described here.

Academic Minor in Leadership Studies

The Academic Minor working group spent much of the year determining the structure, requirements, and necessary budget to include in a proposal once the College of ACES agreed to serve as the host college for a Minor in Leadership Studies. The Office of the Provost agreed to provide partial funding for three years to help offset the costs of hiring a Program Coordinator for the minor. A proposal was finalized and submitted to the College of ACES for approval. As of this report, the ACES Courses and Curricula Committee has accepted the proposal and submitted it to the Faculty Senate for final approval. Once approved, a Program Coordinator will be hired and this cross-disciplinary minor will be offered to all interested Illinois students.

Shared Fundraising Model

The outline for a shared model was created by the FY09 Advancement working group. The shared fundraising model has support from the largest units on campus, including the Colleges of Agricultural, Consumer, and Environmental Sciences; Business; Engineering; and Liberal Arts and Sciences. This year, the group reinforced aspects of the outline and added necessary detail, creating a process map and developing specific fundraising goals within the model. To implement the plan, final approval would need to be secured from the Vice Chancellor for Institutional Advancement, the Vice Chancellor for Student Affairs, and Provost. At that point, training of Major Gift Officers, Foundation Regional Directors and other significant staff can begin.

Colloquium Series

In an effort to create a stronger and more connected community of academicians interested in the study of leadership, the Leadership Research Community working group has created an outline for the structure of a Leadership Colloquium Series. Envisioned as a cost-effective arrangement where partnerships can be built with pre-existing speaker series, the goal is to have Illinois Leadership co-sponsor one presentation/discussion per month in the upcoming academic year. Partnerships with the School of Labor and Industrial Relations, the Psychology Department, the College of Business, and others are being explored.
Measuring the “Significance” of Student Experiences

In Fall 2007, the Provost set the goal that 30% of Illinois students would graduate possessing a “significant leadership experience.” Building upon the work of previous working groups that defined what a “significant leadership experience” for an Illinois student should mean, the Measuring Impact group worked on creating and then implementing a process to measure the types of leadership experiences Illinois students gain through their enrollment. Over 50% of Illinois students report holding a leadership position in a campus-based organization; 35% participated in a formalized leadership training or retreat; and just under 50% report enrolling in an academic course that focuses in whole or part on the topic of leadership. However, without the use of a tailored and targeted survey, these data should be considered only an estimate.

Members

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<tr>
<th>NAME</th>
<th>DEPARTMENT/COLLEGE</th>
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STUDENTS

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Contributions to Field of Leadership Education

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

Professional organizations and presentations

International Leadership Association (ILA) – a professional organization of leadership educators, consultants, and business/non-profit leaders.

- Sara Thompson finished her first year as the Chair of the Leadership Education Member Interest Group (MIG), one of five affiliations within ILA that form the backbone of ILA.
- Dave Rosch completed his second year as Member Resources Committee Chair within the Leadership Education MIG.
- Sara Thompson presented among a group of colleagues “We Think We Are Doing a Good Job…Probably?: Assessment Practices of Diverse Programs of Leadership” at the annual ILA conference in November 2009.

National Association of Student Personnel Administrators (NASPA) – A professional organization for educators in higher education and student affairs administration.

- Sara Thompson and LaTanya Cobb presented “Leadership Education: Environments That Create Movements” with Kathy Guthrie, Assistant Professor, Florida State University, at the NASPA 2010 Annual Conference.

Publications


Research Collaboration

Since 2006, the Illinois Leadership Center has coordinated involvement for the University of Illinois at Urbana-Champaign to participate in the Multi-Institutional Study of Leadership (MSL), a national research effort examining student leadership outcomes at over 100 higher education institutions. A summary of the some key initial findings from this ongoing study can be found at: http://www.leadershipstudy.net/ir-reports-publications.html.

Awards

The Illinois Leadership Center received the 2009 Program Spotlight Award from NASPA’s Student Leadership Program Knowledge Community, which recognizes the contributions of innovative and outstanding leadership programs and services in transforming higher education.
Individual and Corporate Partner Support

Caterpillar Foundation

As part of the Brilliant Futures Campaign, The Caterpillar Foundation provided a direct gift of $500,000 over four years (2008-2011) to advance leadership education at Illinois. This money supports the expansion of leadership education programs offered by the Illinois Leadership Center. Examples of the ways these funds are being used include: creating a new workshop series involving personal style assessments, practical leadership skills, and alumni and partner engagement; revising and updating i-program curriculum to serve a broader student audience; and improving student leadership resources through enhanced technology.

Monsanto Company

Monsanto provided funds that supported i-programs, such as Ignite, as well as elements of a newly designed negotiation skills workshop. Their support is necessary for the Illinois Leadership Center to offer existing programs and services on an annual basis.

Endowments

Tony Petullo (’61 BUS)

Mr. Petullo’s gift served as the initial funding for creation of the Illinois Leadership® 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 (’81 LAS)

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 four undergraduate students per year to learn valuable leadership and organizational skills in a professional environment.

Richard Cavenaugh (’82 ENG) and Timothy R. Cavenaugh (’79 FAA)

The Illinois Leadership Center’s Cavenaugh Leadership Library contains over 1,000 popular press books, research texts, multimedia resources, and materials supported by an endowment from Richard Cavenaugh, and his brother Timothy Cavenaugh. Through this endowment, the Center is able to provide the most recent leadership resources to the Illinois campus community.

John Moss

John and LeeAnn Moss endowed the Jeffrey Moss Memorial Fund in order to distinguish outstanding Leadership Coaches in the Leadership Certificate program. The Memorial Fund recognizes the legacy of Jeffrey Moss, who was known for his passionate support and mentoring of students.

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

Ms. Nicole Anselmo
Mr. and Mrs. Brian D. DeYoung
Mr. Christopher Dillon
Ms. Roxana Hadad
Mr. Eugene J. Jend
Mr. Scott D. Leece
Mr & Mrs. Jay Lerch
Ms. Joanna K. Mabee
Ms. Shannon Elizabeth Mcgivney
Mr. Andrew R. Miller
Mr & Mrs John E. Munger
Ms. Amanda R. Norris
Ms. Katherine A. Orloff
Ms. Danielle S. Parrillo
Mr. Nayan P. Patadia
Mr. Craig M. Starr
Mr. Rod Stoll
Mr. David L. Yarber
Ms. Monica L. Young

Gifts such as these are essential for the Center to sustain its current programs and services. With limited space in existing programs, there is significant demand from students for opportunities to continue to grow 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 Illinois students through supporting the Illinois Leadership Center, please visit the Illinois Leadership Center website at www.illinoisleadership.illinois.edu.
Illinois Leadership Center Staff

Professional Staff

La Tanya Cobb, Program Director
Angela Ennis, Administrative Aide
Kirstin Phelps, Program Director
Dave Rosch, Assistant Director
Leslie Schwartz, Program Manager
Sara Thompson, Acting Director

Graduate Students

Danielle Davis, Graduate Assistant
Phil Johnson, Graduate Assistant

John Graf Interns

Virginia Byrne
Janeen Foriest
Dorothy Spencer
Jacob Varney

Student Staff

Jennifer Allspach
Mauriell Amechi
Kevin Collins
Amy Fitzjarrald
Bailey Hatch
Salvatore Hernandez
Mary Kate McHugh
Charitee Rummage
Brendan Ori
“Thank you to all of our volunteers!”

In addition to the staff listed here, over 475 Illinois staff, faculty, students, corporate representatives, and community members have supported the Illinois Leadership Center through serving as facilitators at programs and Leadership Coaches. The Center thanks them for their continued enthusiasm and help in providing quality leadership experiences for Illinois students.
2010-2011 Calendar of Events

September 2010
- Leadership Certificate Kick-Off (Monday, September 13)
- The Multicultural Leader Workshop (Thursday, September 23)
- Intersect (Saturday, September 25)

October 2010
- Managing Effective Meetings Workshop (Wednesday, October 6 & Monday, October 11)
- Integrity (Saturday, October 9)
- Insight (Saturday, October 16)
- Maximizing Team Dynamics Workshop (Thursday, October 21 & Monday, October 25)

November 2010
- Intersect (Saturday, November 6)
- The Art of Difficult Conversations Workshop (Tuesday, November 9 & Thursday, November 11)
- Introduction to StrengthsQuest Workshop (Monday, November 15)

December 2010
- Strengths-Based Leadership Workshop (Thursday, December 2 & Wednesday, December 15)
- Introduction to StrengthsQuest Workshop (Tuesday, December 7)
- Leadership Certificate Fall Completion Lunch (Wednesday, December 8)

January 2011
- Insight (Friday, January 7)
- Insight (Saturday, January 8)
- LeaderShape (Sunday – Friday, January 9-14)
- Integrity (Saturday, January 15)
- Introduction to StrengthsQuest Workshop (Wednesday, January 26)

February 2011
- Managing Organizational Transitions Workshop (Thursday, February 1 & Monday, February 7)
- Strengths-Based Leadership Workshop (Friday, February 4 & Monday, February 14)
- Insight (Saturday, February 5)
- Introduction to StrengthsQuest Workshop (Thursday, February 10 & Friday, February 25)
- Ignite (Sunday, February 13)
- Power and Influence in Organizations Workshop (Wednesday, February 16 & Tuesday, February 22)
- Imprint (Saturday, February 26)

March 2011
- Strengths-Based Leadership Workshop (Tuesday, March 1 & Wednesday, March 16)
- Integrity (Saturday, March 5)
- Introduction to StrengthsQuest Workshop (Monday, March 7 & Tuesday, March 29)
- Negotiation Skills Workshop (Thursday, March 10 & Tuesday, March 15)
- Intersect (Saturday, March 12)

April 2011
- Strengths-Based Leadership Workshop (Thursday, April 7 & Friday, April 22)
- Introduction to StrengthsQuest Workshop (Monday, April 11 & Wednesday, April 27)
- Managing Conflict Workshop (Monday, April 4 & Wednesday, April 13)
- Leadership Certificate Spring Completion Ceremony (Tuesday, April 26)

May 2011
- Strengths-Based Leadership Workshop (Thursday, May 5)
- Introduction to StrengthsQuest Workshop (Tuesday, May 10)
- Ignite (Monday, May 16)