**Co-Curricular Programs**

Programs have been in existence for 45 years.

- Leadership Conference
- Leadership Retreat
- Leadership Lecture/Workshop Series
- Positional Leader Training
- Community Service Immersion
- Emerging or New Leaders Program
- Experienced or Advanced Leaders Program
- Peer Leadership Educator Program
- Outdoor Leadership Program
- Women’s Leadership Program
- Multi/Cross-Cultural Leadership Program

**Target Audience**

- All students
- Students with specific leadership roles or positions
- Students with certain characteristics (e.g., first-year students, Greek students, Asian American Students, engineering majors)

**Programs Perspectives**

- Leadership can be learned
- One must be ethical to be a leader

**Key Learning Outcomes**

- Personal skill development
- Work effectively in groups
- Make changes at the systems level
- Use specific specific organizational skills (e.g., agenda setting, public speaking, member recruitment)

**Theories Used to Inform Co-Curricular Leadership Development**

- Behavioral/situational/contingency theories (e.g., Hersey & Blanchard, Kouzes & Posner)
- Influence/Charisma theories (e.g., Weber, House & Bass)
- Transactional/Transformational leadership (e.g., Burns, Bass)
- Servant leadership/mentorship/fellowship (e.g., Greenleaf, Block, Kelly)
- Authentic leadership (e.g., Avolio; Gardner; George; Luthans)
- Emotionally Intelligent Leadership (e.g., Goleman, Allen, Haber-Curran, & Levy Shankman)
- Social Change Model of leadership development (e.g., Astin & HERI)

**Curricular Programs**

UMD offers a leadership certificate program housed in the College of Education. UMD offers a leadership minor housed in the College of Education. UMD offers stand-alone leadership courses.

**Individuals Involved**

- Undergraduate Student Teaching Assistants
- Graduate Assistants/Teaching Assistants
- Adjunct/Part-time/Temp faculty
- Student Affairs Professional Staff
- Academic Affairs Staff
- Community Members

**Program Descriptors**

- Connects to the co-curriculum
- Civic/social change focus
- Organizational focus

**Theories Used to Inform Curricular Leadership Development**

- Great man/trait theories (e.g., Stogdill & Gibbs)
- Behavioral/situational/contingency theories (e.g., Hersey & Blanchard, Kouzes & Posner)
- Influence/Charisma theories (e.g., Weber, House & Bass)
- Transactional/Transformational leadership (e.g., Burns, Bass)
- Servant leadership/mentorship/fellowship (e.g., Greenleaf, Block, Kelly)
- Authentic leadership (e.g., Avolio; Gardner; George; Luthans)
- Emotionally Intelligent Leadership (e.g., Goleman, Allen, Haber-Curran, & Levy Shankman)
- Social change model of leadership development (e.g., Astin & HERI)
- The Relational Leadership Model (e.g., Komives, Lucas, & McMahon)

- Leadership Identity Development Model (e.g., Komives et al.)
- Adaptive/Chaos/Complexity leadership (e.g., Hefetz, Wheatley, Uhl-Bien)
- Organizational/systems theories (e.g., Senge, Lipman-Blumen, Yuki)
- Management models (e.g., Peters, Maxwell, Drucker)
- Personal development: MBTI
- Personal development: StrengthsFinder, VIA
- Critical social theory (e.g., Bell, Delgado, Freire)