WHAT IS THE ILC?

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

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

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

Illinois Leadership Inventory
An online self-assessment tool based on the Illinois Model of Leadership. Visitors answer a series of questions to evaluate their leadership abilities and are provided personalized recommendations for future learning and development.

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

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

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

Cavenaugh Leadership Resource Library
Located in the Illinois Leadership Center, the Cavenaugh Library offers over 1,000 leadership resources available for checkout.
Another academic year is in the books, and we continue to be busy developing leaders at Illinois! In addition to our regular suite of i-Programs, Leadership Workshops, the Leadership Certificate, Leadership Consulting, the Institute by LeaderShape©, and the ILI Assessment, we celebrated an important milestone at the Illinois Leadership Center (ILC) this year. We marked the 25th Anniversary of LeaderShape© at Illinois with a celebration on May 17 at the Illini Center in Chicago, Illinois. Part of our celebration included honoring Willard Broom, past Associate Dean of Students at Illinois, for his tireless work in making LeaderShape part of the permanent fabric of leadership education at Illinois.

As we reflect on another year, we continue to provided transformative leadership experiences for our Illinois students. We continue to strive for excellence in our work. We remain committed to our vision of seeking to be an internationally acclaimed provider of leadership education, research, and experiential opportunities for students. Throughout our annual report, you will see updates and highlights of all our successes. Finally, when we think about our work at the ILC, we are constantly reminded of our why---Because the world needs better leaders. We are in a position to help our outstanding Illinois students be the leaders of today and tomorrow!

HIGHLIGHTS

- Created and launched several new collaborative initiatives including: Inbound Leadership Program, LAS Insight, Blended Integrity, ILC Fall Festival, and the Inclusive Lab Leaders Series.
- Conducted a year-long accessibility audit of ILC programs and services. Began efforts to enhance website accessibility, caption videos, design large print materials, create alternative team builders for different modalities, and provide additional staff training on accessibility and universal design.
- Completed a 3-year study of ILC’s student employment program that investigated students learning and career readiness.
- Recognized the 25th Celebration of LeaderShape© by publishing a commemorative booklet and having an alumni anniversary event held at the Illini Center in Chicago, Illinois.

IMPACT

- 11,574 students participated in a formal leadership education program
- 8,265 participated in leadership workshops
- 1,584 students participated in I-Programs
- 490 were enrolled or completed the certificate program
- 5,835 served in informational outreach sessions/research fairs
ILLINOIS LEADERSHIP PHILOSOPHY

Leaders are individuals who work with others to create positive change. Leadership can be practiced by anyone interested in making a contribution, regardless of formal authority or position.

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

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

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

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

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

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

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

1584
i-Program participants

18
i-Program sessions

92%
of attendees rated i-Programs as Excellent/Good

**PETULLO INSIGHT**

Discover your strengths and how they impact you as a leader. This year we offered 1 session of Insight in collaboration with the College of Liberal Arts and Science.

3 PROGRAMS
287 PARTICIPANTS

“I learned more about who I am as a person, my strengths and talents.”

–College of Education

**IGNITE**

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

2 PROGRAMS
129 PARTICIPANTS

“I have learned about the skills necessary to recognize change, and in what ways we ourselves can contribute or ‘Ignite’ change.”

–Undergraduate, College of LAS

**INTERSECT**

Learn skills in relationship building and team development.

2 PROGRAMS
182 PARTICIPANTS

“I learned to develop solid plans before solving a problem and to take time to reflect and recollect.”

–College of Engineering
Cultivate skills to manage change and learn how to develop and maintain personal and professional networks from alumni who are leaders in their field.

1 PROGRAM | 201 PARTICIPANTS

“(I learned) how to build a personal brand, how to network better, and build better relationships with people.”

- Graduate Student, Gies College of Business

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

3 PROGRAMS | 290 PARTICIPANTS

“Innovation brought to light the importance of having a diverse team of people who think differently, as this often results in the best problem-solving output.”

- Sophomore, College of Engineering

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

3 PROGRAMS | 184 PARTICIPANTS

“I learned how to take my understanding of the word “integrity” and put it into action as a leader, decision maker, and member of a community.”

- Sophomore, College of FAA

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

2 PROGRAMS | 172 PARTICIPANTS

“I learned so much about how influential my identity is not just in relation to myself, but with the people I come into contact with, be it in everyday life or through my leadership skills.”

- Sophomore, College of Fine and Applied Arts
I-PROGRAM DEMOGRAPHICS

Race/Ethnicity & International Status

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
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<td>Black/African American</td>
<td>6%</td>
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<td>Asian American</td>
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<td>Latinx</td>
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<td>Caucasian/White</td>
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<tr>
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<td>3%</td>
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<td>International</td>
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Home Country of Participants

26% of all i-Program attendees were international

= i-Program attendees home country
### Participants by College

<table>
<thead>
<tr>
<th>College</th>
<th>i-Program</th>
<th>Campus</th>
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<tr>
<td>COB</td>
<td>17%</td>
<td>13%</td>
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<tr>
<td>DGS</td>
<td>11%</td>
<td>5%</td>
</tr>
<tr>
<td>ACES</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td>FAA</td>
<td>10%</td>
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<td>6%</td>
<td>4%</td>
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<tr>
<td>LAS</td>
<td>39%</td>
<td>30%</td>
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<tr>
<td>OTHER</td>
<td>2%</td>
<td>8%</td>
</tr>
<tr>
<td>ENG</td>
<td>6%</td>
<td>23%</td>
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### Participants Gender

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<tr>
<th>Gender</th>
<th>i-Program</th>
<th>Campus</th>
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<tbody>
<tr>
<td>Women</td>
<td>70%</td>
<td>46%</td>
</tr>
<tr>
<td>Men</td>
<td>30%</td>
<td>54%</td>
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*Campus data from Division of Management Information Spring 2019
**I-Program registration information via Banner (n = 1445, excludes Inbound Leadership program participants)
The Leadership Certificate Program provides students with a customized experience that integrates leadership education, reflection, and experience over multiple semesters. Students are matched with a Leadership Coach and create a Leadership Portfolio that documents their leadership growth.

388 active certificate students as of 6/30/2019
102 certificate completers in 2018-2019

The Jeffrey Moss Outstanding Leadership Coach Award

This year’s recipient was:

Adrian Bettridge-Wiese, Chief Operations Officer at 2wav

The Outstanding Portfolio Award Winners

Fall 2018: Abel Vera Iglesias, Palak Patel
Spring 2019: Manlin Huang, Emily Catlin

100% of completers would recommend the certificate program to a friend
CERTIFICATE DEMOGRAPHICS

**Certificate data comprises active students as of June 30, 2019, n = 392**

**Participants Gender**
- Men: 36% (Certificate) / 54% (Campus)
- Women: 64% (Certificate) / 46% (Campus)

**Participants by College**
- LAS: 33%
- COB: 24%
- ENG: 12%
- DGS: 9%
- ACES: 8%
- AHS: 7%

**Race/Ethnicity & International Status**
- Black/African American: 8% (Certificate) / 5% (Campus)
- Asian American: 15% (Certificate) / 16% (Campus)
- Latinx: 13% (Certificate) / 10% (Campus)
- International: 29% (Certificate) / 21% (Campus)
- Multiracial: 3% (Certificate) / 3% (Campus)
- Caucasian/White: 32% (Certificate) / 43% (Campus)

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

322 total workshop sessions

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

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

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

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

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

**EMPATHY**
Understand other's perspectives and emotions without necessarily agreeing with them.

**EMPOWERMENT**
Understand and learn techniques to inspire and motivate one's own self and others.

**PERSONAL DEVELOPMENT**
Learn how to create, prioritize, and take action to implement your goals, as well as manage time effectively.

**ILLINOIS LEADERSHIP INVENTORY**
Self-assess your leadership skills using the online ILI modules and set goals for future leadership development.

**OTHER WORKSHOPS**

139

19

21

19

12

10

9

15

25

53
The Illinois Leadership Education Campus Collaborative (ILECC) is comprised of approximately 50 faculty, staff, and students who support leadership initiatives for Illinois students. Leadership education continues to enjoy broad support on campus. The ILCC has members from ten undergraduate-enrolling colleges or units, the Foundation, and multiple Student Affairs Departments.

**Dr. K Peter Kuchinke**  
Professor and Director of Graduate Studies, Department of Education Policy, Organization, and Leadership  
The Utility of University-Based Leadership Development in Early Employment

**Dr. Joey Cheng**  
Assistant Professor  
Fostering Ethical Decision-Making Among Leaders: Is Prestige-Based Leadership the Answer?

**Dr. Jasmine D. Collins**  
Assistant Professor, Agricultural Leadership Education  
Leading Community and Social Change: What is Needed to do the Work?

**Dr. Simon Lloyd D. Restubog**  
Professor, School of Labor and Employment Relations  
Playing Favorites: Investigating the Mediating Mechanisms Linking Parental Differential Treatment and Abusive Supervision
The Multi-Institutional Study of Leadership (MSL) examines student leadership values at institutional and national levels with specific attention to campus experience factors that influence leadership development in college students. The Illinois Leadership Center has participated in this initiative since its inception in 2006.

In 2017, 9 of the 14 institutions in the Big Ten established a coalition as part of the data collection for the 2018 MSL. Participating institutions included: University of Illinois, Indiana University, University of Maryland, University of Michigan, University of Minnesota, Northwestern University, Purdue University, Rutgers University, and University of Wisconsin*. Dr. Beth Hoag co-chaired the Big Ten coalition & research team, which have published various research briefs including:

- Involvement in Leadership Programs
- Career Readiness and Leadership Development
- Leadership Development of Students Reporting Psychological or Psychiatric Conditions

<table>
<thead>
<tr>
<th></th>
<th>Total Sample</th>
<th>Response Rate</th>
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<tbody>
<tr>
<td>Illinois Participants</td>
<td>1416</td>
<td>29%</td>
</tr>
<tr>
<td>Big Ten Participants</td>
<td>7298</td>
<td>23%</td>
</tr>
</tbody>
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For more information on the MSL Big Ten findings visit: [http://leadership.illinois.edu/big-ten-collaboration/msl-big-ten](http://leadership.illinois.edu/big-ten-collaboration/msl-big-ten)
The ILC celebrated 25 years of LeaderShape at Illinois on May 17 at the Illini Center in Chicago, Illinois. Over 50 guests joined the celebration including past graduates of the Institute and representatives from LeaderShape, Inc.

“My ah-ha moment...that talking about hard topics can be super comfortable and insightful.”

- 2019 Attendee

58
2019 attendees

97%
would recommend the Institute to others
PROFESSIONAL INVOLVEMENT

• Executive Board for the Council for the Advancement of Standards (Gayle Spencer)

• Big Ten Leadership Educators Network Planning Committee (Beth Hoag & Gayle Spencer)

• Co-Chair of the National Leadership Symposium (Beth Hoag)

• National Association for Campus Activities (NACA) 60th Anniversary Planning Committee (Beth Hoag)

• National Association for Campus Activities (NACA) Foundation Board (Gayle Spencer)

• United Way Emerging Community Leaders Program (Marcus Kelley)

AWARDS + PUBLICATIONS

The ILC and New Student Programs (NSP) received the:
2018 –2019 Student Affairs Outstanding Assessment Project for Inbound Leadership Research and Assessment Project.


PRESENTATIONS


Jackson, L. N. Hoag, B. A. (2019, March 11). Between a Rock and a Hard Place: Navigating the Challenges of Mid-Level Management. NASPA, Los Angeles, CA.


BE A PART OF THE ILC!

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

Here is what your contribution could do:

• $15 would support one student to complete the StrengthsFinder assessment
• $100 would support one student to attend an i-program
• $300 would support a class of 30 to participate in a leadership workshop
• $500 would allow a student to complete the Leadership Certificate
• $1,000 would allow one student to attend the Institute ™ by LeaderShape ®
• $5,000 would support an entire i-Program

If you’d like to learn more about making a contribution visit: go.illinois.edu/giveILC or you can contact us at leadership@illinois.edu
ANNUAL DONORS

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- Northwestern Mutual Life Foundation, Inc.
- Rolls Royce
- State Farm Companies Foundation
- Student Alumni Association
- The Stoneleigh Foundation, Inc.

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