



January 30, 2017

Dear Colleagues:

On behalf of Senior Leadership and the University, thank you for the investment of time and expertise to research, plan, and propose recommendations for developing of a comprehensive student leadership development program for all Belmont students. All of us agree that participation in a leadership development program should be an important and distinctive hallmark of a Belmont education – one that will certainly help all students as they move into life after Belmont. It is critical that we now embark on the implementation of many of the recommendations that your Working Group developed.

First, let me say that your summary and recommendations are thorough and demonstrate the thoughtfulness your Working Group showed in creating a plan that will positively impact all Belmont students. By collecting and examining current models of leadership development and training and working to create a model that would serve Belmont students, you have helped us visualize the basis for a model that we all believe will serve our students as they move through their academic programs and beyond.

More specifically, the Senior Leadership team agrees that we need to begin working on the following recommendations:

- Create a BELL Core (general education) foundation for leadership development to build on existing learning goals and bolster requirements with leadership education components
- Create a Belmont Leadership Database to centralize and connect leadership development across campus.
- Create a Leadership Hub, a formal centralization of Student Leadership Development on campus, which will be housed in Student Affairs

To begin, Dr. Burgin and I will work to develop a group of faculty experts to begin looking at curricular development and the creation of Student Learning Outcomes (SLOs) for a leadership development program. In particular, we will create the Leadership Implementation Foundations Team (LIFT), as you have suggested, which will be chaired by the Director of the BELL Core, a representative from the Vision 2020 Student Leadership Development Team, and a staff member from the Division of Student Affairs. At the same time, Dr. Burgin and I will also be appointing a separate committee, the Leadership Implementation Resource Team (LIRT), to be co-led by Mr. William Ingram (Chief Information Officer), a representative from the Vision 2020 Student Leadership Development Team, and a staff member from Student Engagement and Leadership Development, and charged with reviewing current University resources for a leadership database and other technical items related to the development of this project. Our intention is that the LIFT and LIRT groups will begin work in the spring and that they will then

expand into the Leadership Hub Advisory Board who would determine the membership of the leadership team going forward.

As is clear from your report, much work remains to be done – administratively and curricularly – to move this effort forward. As you are aware, curricular development must proceed through existing academic approval processes which will require the support of faculty through the Faculty Senate. We expect that the LIFT will need to spend the remaining portion of the spring term developing elements of the curricular implementation and the associated SLO's so that those can be presented to the Faculty Senate by fall 2017, with the potential to pilot some of the leadership development components in fall 2017 BELL Core Courses to help refine outcomes and processes. We know that your work will require significant support from multiple campus entities, including, but not limited to the BELL Core Committee, GPS, the Office of Career and Professional Development, the Provost Council and Senior Leadership. Most importantly, we believe that the creation and management of the Leadership Hub will be central your success and we look forward to sharing some ideas about that with you in the coming week.

I want to thank you again for your dedication to this process. Your work has been extremely helpful in moving us toward a leadership development model for all students.

With sincere appreciation,

Thomas

Thomas D. Burns, Ph.D.
Provost