



Student Leadership Development Team Charter

Leader Contact: Jeffery Burgin

Timeline: September 1 – November 30, 2016

Facilitators: Linda Ferrell, Distinguished University Chair, College of Business; Rachel Walden, Career Development Specialist

Karen Bennett, Recruitment Coordinator and Academic Support, CLASS

Ryan Holt, Director of New Student Orientation Programs, SA

Mary Anna Brown, Assistant Director, UMPR

Sarah Cates, Director of Development and Industry Relations, DER

Christy Ridings, Associate University Minister, UM

Randall Reynolds, Director of Information Security, LITS

Jill Robinson, Director of External Relations and ELN, COBA

Cathy Taylor, Dean, CHS and Nursing

Julie Thomas, Associate Director of Alumni Relations, DER

Micah Weedman, Director of Outreach, UM

Colin Haslett, SGA Treasurer

Leadership is among the most important skill sets that Belmont University can offer to its students to help them achieve the University mission. Regardless of academic program, all Belmont graduates will find themselves with leadership opportunities in their lives after Belmont. Having the ability to lead well and successfully can be the difference in helping students “engage and transform the world”. How is the University developing future leaders now? What can we do to more fully integrate leadership development into every student’s Belmont experience?

Project Objectives:

- Research, inventory, and assess current student leadership development offerings campus-wide.
- Define the distinctive characteristics of an effective leader that BU will emphasize in their Student Leadership Development initiative.
- Provide a recommendation to Senior Leadership that includes steps required over the next six months to develop and implement a Student Leadership Development program that allows an opportunity for participation of all Belmont students, with a goal of leadership skills being a defining characteristic of Belmont graduates.

Student Leadership Development Notes: June Summit, August Board Meeting

Student Leadership Development (JUNE)

TABLE 6

- Activities outside Campus
- Mentoring program with internal professors/staff
- Interns with non-profit focus on leadership development (class on internship before intern) or shadowing Executive Director/Leader
- University assumes some risk sending outside—similar to service learning
- Present the opportunity to all on campus, but not required to do it
- Co-curricular programming
 - Could it go into BellCore?
- Creation of leadership opportunities on campus
- Mandatory approach doesn't work since leaders should step up and choose to be tapped for a leader program
- Start as freshmen (optional) to be in program
- A set curriculum at night or 10am hour
- LeaderShape Conference—can utilize resources
- Student leaders roll off December so president of group mentors the incoming president before graduation
- LEAD→can you put some leadership development opportunities into this program? Move to more up front training for LEAD
- STRONG→uses MBTI training for freshmen currently
- Courses in leadership management across campus
- Put it in a capstone?
- Thought leaders involved—send people to national conferences
- If taking an internship class—you have to take leadership class before
- Recognition for followership too—can still be a leader in your role wherever you are/serve
- Alumni mentors into the program
- Teaching the modules: alumni, experts, staff, faculty
- Past presidents of student organizations/alumni involved
- Center for non-profit management partnership/curriculum
- What makes it different at Belmont?
 - Servant leadership model focus—impact of actions in servant leader model to meet the needs of the world
 - Globally minded
 - Connect to mentors
 - Servant leader model
 - Open workshops, seminars, certificate tracks, rewards system (win scholarships, awards for all involved)

- What are our leadership pillars for the program—a standard pillar for Belmont University
 - Leadership Convocation Series
 - Co-curricular/Capstone classes

TABLE 7

- Attributes: value based, faith based, internal and external, authentic, accessible to all students, university initiative and focus, self-awareness, reflective, academic & experiential, social, developmental (tiered), conflict and negotiation based, emotional intelligence, cognitive based and experience
- Possible separate office for student leadership
- Hallmark: program for student leaders based on BU values, especially our Christian commitment
- Integration with academics
 - Partner across campus for student leadership
 - Possible connection to SELD/Spiritual development
 - Peer based emphasis
 - Curricular/discipline specific/disciplined conversation
 - Convo?? Credit possibilities
 - 1st year experience/FYS/Capstone connections
- Servant Leadership/models exemplified by Christ as He modeled leading
- Additional information on this new initiative: Jon Roebuck Institute for Innovative Faith-Based Leadership

TABLE 3

- Current
 - SELD program—small (approx. 35)
 - Aimed at freshmen
 - Self-identified
 - Yearlong curriculum
 - RA/orientation leaders/Greek orgs all have training for leadership development
 - Honors LEAD track—leadership and community engagement common problem course
 - Global Leadership Studies
 - Med in Organizational Leadership
 - Center for Executive Education
- What do we mean when we talk about leadership?
 - Future Pres or leadership skills?
 - Leadership vs followership skills?
- FYS—make another class that is all-freshmen leadership class→add to CCC?
- Service Learning/PBL/experiential learning all build capacity for leadership
- Peer to peer mentoring? Already in place via RAs, Spiritual Life, Greek
- Need common definition of leadership
 - Inventory of courses with leadership component
 - Assessment

- Market value of leadership to community
- Convocation area? Not now, but lots touch on it
- Have to be real opportunities to make decisions that have real effect
- “certificate of leadership”—certain number of CEUS
- How to include those who are not self-selected as leaders? Cannot be only self-selected if to be a hallmark of education
- What is baseline/core set of skills you want students to leave having?
 - Discernment—lead/follow
 - Various leading roles (not just pres)
 - Just speaking up/how to contribute and be an advocate
 - Knowledge of leadership styles
 - How to grow other leaders
- Connect opportunities to go deeper with program
- How to make it something students are interested in?
 - Bring in leaders in their field to show utility: “great on a resume”
- Leadership scholarship—further expectations
- Force it on students by making it part of degree program—may value it less?
- Extra curriculars will remain self-selected
- Growing capacity for leadership—must renew student leadership each year with mentoring program
- Undergraduate research could be another opportunity
- Where to put theoretical underpinnings? Set base and have students look for it throughout
 - Third Year Seminar?
 - FYS reader? (one module)
 - Require of all student training programs
- Add leadership section to portfolio with a reflection (sr. capstone)
- Leverage Gen Ed curriculum to provide theory and connect to practice
- Endow class leadership book that is referenced over all four years? (or create one?)
- Program must be scalable and available to all

Student Leadership Development (BOARD)

Leadership training—Is there a way to include more leadership opportunities on the study abroad? For example, leading the start of micro businesses in 3rd world countries?

Student Leadership Development

- Financial responsibility
- Create more micro student orgs: micro/specific focus
- Remove barrier to creation of more student orgs, especially those with a nice
- Spread leadership opportunities around