Process Student Life is Going Through

Committee work – 2013-2014
Draft of Recommendations – today!
Feedback – today and online
Incorporation of Feedback – early fall
Final Recommendations
SLET and D/DH Approval
Final Presentation to Division
Developing a Comprehensive Multi-Year Leadership Program
Committee Membership:

1. Julia Bales
2. Lamar Bryant
3. Matt Burchett
4. David Copeland
5. Jeff Doyle
6. Heather Gilliam
7. Matt Kwiatkowski
8. Shelton Lewis
9. Nathan Shelburne
10. Rosemary Townsend
Pro Futuris Acts of Determination

- **Build** a robust and coordinated set of programs that help all students navigate the path from matriculation to their future.

- **Enhance** initiatives to help students develop as ethical leaders informed by biblical perspectives.
Pro Futuris Acts of Determination

- **Strengthen** experiential learning programs that develop leadership.

- **Increase** opportunities for students to develop cultural competency for worldwide leadership.
Student Life Strategic Plan

Mission Statement
Vision Statement
Strategic Goals
Outcomes
Values
Acts of Determination (today!)
Our Committee’s Act of Determination

To instill Baylor graduates with the ability to lead and serve we will develop and implement a comprehensive multi-year leadership framework. A well thought out and wide-reaching model of leadership and service will be the foundation upon which divisional programs, services, and advocacy efforts are planned, resourced, carried out, and assessed. Central to this model are the foundational principles of the Christian faith and the ability to navigate within a complex global society.
Specific Committee Charge

Research and develop recommendations for a comprehensive framework of leadership and service to instill Baylor graduates with the ability to lead and serve.
Work of Committee this Year

- Met 10 times
- Reviewed and discussed charge
- Discovered existing definition of student leadership
- Mapped existing student leadership outcomes
  - Student Life outcomes
- Explored multi-stage leadership models from other universities
- Developed an overarching leadership model that could serve the division
Why should we agree on a divisional approach to leadership?

- To provide clarity to students about terms used by Student Life staff
- To reduce competition about which departments teach or do leadership “best”.
- To model a best practice of a Student Life division united behind a shared vision of student leadership that aligns with divisional goals, outcomes, and values.
Recommendations from the Comprehensive Multi-Year Leadership Committee
1. Identify a shared definition of leadership (with some guiding assumptions.)

“Leadership is the process of discerning your identity and empowering others for the betterment of our community.”

Created by Student Leadership Outcomes Committee co-led by Dr. Jackson and outside consultant
“The following belief statements are foundational to the development of leadership:

Each student is uniquely and wonderfully made by a creator God;

Each student brings talents, skills, and abilities into his/her community;

Each student should graduate equipped to be a servant and leader in the global society.”

Created by Student Leadership Outcomes Committee co-led by Dr. Jackson and outside consultant
2. Affirm the connection of student leadership outcomes to divisional student learning outcomes.

Both Divisional Outcomes and Student Leadership Outcomes existed but had not been linked.
3. Develop a divisional model for leadership to serve as the foundation for department leadership models.
4. Explore a renewed commitment for Strengths from more departments.

Is the Strengths model one that Student Life is willing to adopt beyond a few departments?
5. Develop a model for advising students on co-curricular exploration through involvement.

Purpose and Framework

Overview

Student Involvement

Specialists

Implementation this Fall
6. Develop and implement a co-curricular record

• One year studying software
• Selected one product
• Piloted last year
• Implementation challenges
• Selected different software
• Piloting this next year
7. Help students understand the student leadership roles available in Student Life.

What if Student Life created an overview of the leadership roles in our division?

These roles could be framed within the divisional approach to leadership.
8. Consider a leadership certificate program based on total development of students (from our mission).

What co-curricular areas or themes should all Baylor students at least try once?

**Topics taken from Student Life Outcomes**
- Strengths development
- Ethical leadership
- Meaningful relationships
- Healthy life
- Compassionate service
- Christian hospitality
Burnt Orange Society

CIVIC ENGAGEMENT

Get involved and be an agent of positive change

CREATIVITY & ARTS

Embrace your own creativity, celebrate diversity and beautify our world

GLOBAL PERSPECTIVES

Improve cultural awareness and understanding of our global community

INNOVATION & RESEARCH

Ask hard questions and find your own answers

LONGHORN PRIDE

Engage with the spirit and purpose of the community

PROFESSIONAL DEVELOPMENT

Find and explore career interests and aspirations

SELF AWARENESS

Explore self-identity through interests, values and skills

WELLNESS

Develop healthy habits for mind, body and spirit
Earn Your Crimson and Blue

- Critical Thinking
- Ethical Reasoning
- Self Awareness

- Academic Success
- Acquiring new knowledge
- Ethical Leadership
- Values in Action
- Health & Wellness
- Identity Development
Earn Your Crimson and Blue

Engagement
- Spirit, Pride, and Tradition
- Campus and Community Involvement

Diversity
- Cultural/Global Perspective
- Creativity & the Arts

Leadership
- Peer Leadership
- Life Skills & Career Development
Discussion of Recommendations

1. Discuss Any Recommendation(s)

2. Stay As Long as You Want (Vote with your feet)

3. Groups no more than 5 people (can have multiple groups at one location)

4. Write feedback on paper (e.g. comments, suggestions, praise, concerns)

5. One person at that location share brief summary
Recommendations

1. Identify a shared definition of leadership
2. Affirm the connection of student leadership outcomes to divisional outcomes.
3. Develop a divisional model for leadership to serve as the foundation for department leadership models.
4. Explore an expanded role for Strengths in the division.
5. Develop a co-curricular advising model
6. Develop a co-curricular record
7. Help students understand the student leadership roles available in Student Life.
8. Consider a leadership certificate program based on total development of students.
WHAT IF MICHAEL JORDAN HAD QUIT?
<table>
<thead>
<tr>
<th>Department</th>
<th>Strategic Initiatives</th>
</tr>
</thead>
</table>
| Counseling Services              | - Promote a culture of mental health advocacy among our students  
- Create an internship with the School of Social Work  
- Create an APA approved psychology internship program  
- Sponsor/co-sponsor guest speakers to come to campus to address college student mental health |
| Student Conduct Administration    | - Work with partner departments to train staff and faculty on implementing Baylor Community Standards of Conduct  
- Train faculty and staff on the services offered through the Student Conduct Administration  
- Continue to assess and improve the environment of Student Conduct Administration to better meet current students’ needs  
- Continue to assess and improve the effectiveness of the educational sanction program |
<table>
<thead>
<tr>
<th>Department</th>
<th>Strategic Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Recreation</td>
<td>- Develop and implement a comprehensive assessment plan</td>
</tr>
<tr>
<td></td>
<td>- Design &amp; Offer Course in Leadership Development for Sports Officials and Game Managers</td>
</tr>
<tr>
<td></td>
<td>- Actively market in culturally diverse locations/organizations and develop a free agent network</td>
</tr>
<tr>
<td></td>
<td>- Design specific leadership training seminars for Sport Club Officers and Senior Game Managers</td>
</tr>
<tr>
<td></td>
<td>- Develop and Implement a comprehensive assessment plan for Leadership</td>
</tr>
<tr>
<td></td>
<td>- Identify Locations &amp; Resources for Expanded Sports Fields – dedicated sport club fields separate from Intramural Sports.</td>
</tr>
<tr>
<td></td>
<td>- Develop and Implement a comprehensive assessment plan</td>
</tr>
<tr>
<td></td>
<td>- Create “Passport to Fitness” - Provide pedometers, fitness/nutrition journals, and water bottles to incoming students</td>
</tr>
<tr>
<td></td>
<td>- Add a position for Marina &amp; Ropes facilities - increased demand</td>
</tr>
<tr>
<td></td>
<td>- Enhance student trip leader training to include a Leadership Training Course for trip leaders</td>
</tr>
<tr>
<td></td>
<td>- Develop and Implement a comprehensive assessment plan</td>
</tr>
<tr>
<td></td>
<td>- Increase the scope of OA participation to diverse populations</td>
</tr>
<tr>
<td>Department</td>
<td>Strategic Initiatives</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Department of Formation       | - Develop a leadership class focused on youth ministry  
- Strengthen student leadership team  
- Increase and strengthen Student Leader Team                                                                                                           |
| Campus Living & Learning      | - Create student positions for web development and graphic design to transform web and social media presence.  
- Implement a Residential Community Council to provide leadership development and student-driven community development initiatives.  
- Colonize a National Residence Hall Honorary chapter to provide recognition for outstanding student leadership and to spearhead student-driven philanthropic initiatives.  
- Develop active Hall Leadership Teams in each residence hall to provide leadership development and resident-driven community development initiatives.  
- Implement a three-credit hour class in the Leadership minor based on Christian Leadership in Residential Communities as a requirement for every new Community Leader. |
<table>
<thead>
<tr>
<th>Department</th>
<th>Strategic Initiatives</th>
</tr>
</thead>
</table>
| Missions         | - Develop student leader curriculum  
|                  | - Increase part-time Coordinator for Urban Missions to fulltime, regular position (Coordinator for Urban & Domestic Missions) in order to keep up with our growing urban and domestic trip program.  
|                  | - Create a comprehensive marketing strategy aimed at students, alumni, parents and potential donors  
|                  | - Build a partnership with Buckner International to broaden our network of mission trip opportunities.  
|                  | - Promote Coordinator for Global Missions to Assistant Director  
|                  | - Increase part-time Administrative Assistant/Data Clerk to fulltime (self-funded)  
<p>|                  | - Recruit new faculty leaders for Global Mission trips |
| New Student Programs | - Increase leadership development resources for volunteer leaders |</p>
<table>
<thead>
<tr>
<th>Department</th>
<th>Strategic Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Engagement and Service</td>
<td>- Enhance cross-cultural training and education for faculty, staff, students and community partners through offering at least one Undoing Racism workshop per year for the next 3 years.</td>
</tr>
<tr>
<td></td>
<td>- Enhance educational opportunities around social issues (e.g. community chat series, guest lectures, student conferences).</td>
</tr>
<tr>
<td></td>
<td>- Conduct an annual orientation for community partners using Baylor students, faculty, or staff resources to ensure quality programs and projects.</td>
</tr>
<tr>
<td></td>
<td>- Develop a Peer Leader/ Community Engagement course for CES student leaders to be in leadership minor, poverty &amp; social justice minor, or civic education &amp; community service program.</td>
</tr>
<tr>
<td></td>
<td>- Increase the number of faculty sponsors for discipline-based service internships.</td>
</tr>
<tr>
<td></td>
<td>- Establish a curriculum requirement for discipline based service internships to ensure academic rigor.</td>
</tr>
<tr>
<td>Department</td>
<td>Strategic Initiatives</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Community Engagement and Service (ctd.)        | - Invest in professional development opportunities and training for student leaders of CES-sponsored initiatives as well as student workers/interns (e.g. Bridges training, SSJ rally).  
  - Develop and launch the framework for a portfolio to be completed by all Graduate Assistants and Student Interns in the Civic Engagement and Educational Development Area.  
  - Launch the FIVE TO THRIVE campaign as infrastructure to increase capacity for long-term sustained community service with strategic & intentional partnerships.  
  - Develop structure and processes for CES-sponsored student organizations (SW, SO, BB, & IJM).                                                                                                                                                                                   |
| Wellness Program                                | - Partner with the Academy for Leader Development to provide a three-credit course for health peer educators  
  - Partner with the Fitness Department to train and certify new group exercise instructors  
  - Provide professional internships that include a job description and primary project for students to complete  
  - Work closely with the department GA to prepare him/her for future professional positions                                                                                                                                                                                                                         |
<table>
<thead>
<tr>
<th>Department</th>
<th>Strategic Initiatives</th>
</tr>
</thead>
</table>
| Multicultural Affairs | - Recruit a group of 20 students from diverse backgrounds to participate in the “Train the Trainer” initiative, perhaps utilizing members of the Multicultural Leadership Cabinet to assist with this endeavor.  
- Create student-led/staff supported speaker series.  
- Provide Big 6 with training for more effective programming.  
- Use models from other campuses to reorganize the MLC as a student-driven body responsible for integrating cross-cultural competencies and student organizations.  
- Provide funding and leadership training so the BIG 12 Council can take on leadership at the executive level on campus.  
- Work with the University to identify students who can be “Home Grown,” thus creating a more diverse pool of potential university faculty members. |
<table>
<thead>
<tr>
<th>Department</th>
<th>Strategic Initiatives</th>
</tr>
</thead>
</table>
| Academy for Leader Development    | - Transition the Leadership LLC from a first-year experience program to a four-year residential college  
- Increase the number of student leader positions  
- Integrate an e-portfolio into the LEAD curriculum  
- Increase the number of students minoring in leadership  
- Increase the number of academic and student life departments working with the minor  
- Increase marketing and outreach materials for new and existing students  
- Work with the School of Education to develop a process for academic advisement for students who are (or who are considering) minoring in leadership  
- Bring six speakers to campus every year to deliver: A keynote address (the Leadership Lecture); Several small group meetings with students, staff and faculty  
- Increase outreach to students to grow the average number of students attending the lecture from 150 to 300 |

<table>
<thead>
<tr>
<th>Department</th>
<th>Strategic Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Activities</td>
<td>- Establish training workshops for first-time student organization advisors</td>
</tr>
<tr>
<td></td>
<td>- Create and deploy new resources for student organization advisors (manuals, research, etc)</td>
</tr>
<tr>
<td></td>
<td>- Increased student involvement in multicultural program development and support</td>
</tr>
<tr>
<td></td>
<td>- Develop matriculation plan, training, and learning outcomes for student employment</td>
</tr>
<tr>
<td></td>
<td>- Enhancement of student training based on organization sophistication and needs</td>
</tr>
<tr>
<td></td>
<td>- Identify student leaders to serve as Student Involvement Specialists for Co-Curricular Advising Model</td>
</tr>
<tr>
<td></td>
<td>- Create systemic models to enhance the leadership structure of the programming boards to create an umbrella group/structure to support all of our programmatic entities (BAC, StuPro, Union Board)</td>
</tr>
<tr>
<td></td>
<td>- Create Student Manager Positions (Creative Services, Student Union, Game Room, Ticket Office, Weekend Union Operations, Night Union Operations, A/V Tech)</td>
</tr>
<tr>
<td></td>
<td>- Commit to organizing national speakers, programs and workshops to address the needs of our student organizations</td>
</tr>
<tr>
<td></td>
<td>- Create partnerships across campus to enhance leadership offerings (Challenge Course, Guest Speakers, Retreats, etc.)</td>
</tr>
<tr>
<td>Department</td>
<td>Strategic Initiatives</td>
</tr>
<tr>
<td>---------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Student Activities  | - Provide resources and support for student organization travel to leadership conferences and organization networking opportunities  
                       - Establish a Student Organization Classification Model to adjust services and requirements for student organizations according to their level of operations  
                       - Implement student organization software packages to improve services that support student organizations  
                       - Streamline the student organization charter process to facilitate the establishment of more student organizations  
                       - Initiate a protocol to support ‘at-risk’ student organizations in periods of low performance  
                       - Develop a training and document set for officer transition processes for all organizations  
                       - Initiative co-curricular transcripts through the established organization management software |