Focus Area: Diversity Education and Leadership Development

Leader(s): Robert Clay – Director, Intercultural Student Affairs

Implementation Year: 2016-2017

GOAL 5: Re-envision and cultivate leadership development initiatives that reflect and infuse interdisciplinary theories to establish a comprehensive model for co-curricular success and achieve our mission to prepare leaders that advance the public good and transform communities.

Objective 1:	**Redesign leadership development opportunities for students through theoretical framework**
Action Items	- Develop strategies for implementation - Contextualize intersections between leadership and tenets of diversity
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	- Number of participants in leadership programs - Number of programs offered
Responsible Person and/or Unit (Data collection, analysis reporting)	- Student Life - Dean of Students - New Student Programs
Milestones (Identify Timelines)	- Assess theories applicable for each leadership program - Review leadership programs goals and objectives - Establish evenflow of leadership programs offered
Desired Outcomes and Achievements (Identify results expected)	- Students will understand the history of leadership and current leadership theories. - Students will understand how leadership models are put into practice personally, locally, and globally. - Students will gain knowledge of diverse cultures, cross-cultural communication, the dynamics of privilege and oppression, and the uses of power between groups. - Students will understand how ethics, morals, and values relate to their leadership dilemmas. - Students will be able to integrate their lived experiences into their leadership development process
Achieved Outcomes and Results	Strategies were developed for implementation and program timing as well as each leadership program became connected to a particular leadership model
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY18 Objectives.)	The outcomes were met. Inclusive Leadership Conference focused on Social Challenge; Shero paired with the Athena Leadership Model and Gilligans Womens Identity Development Theory; Mens Leadership Summit with Grounded Theory of College Men's Gender Identity Development. Due to budget limitations we were not able to have a robust cadre of programs as in years past, but they were great in the quality of knowledge and work shared. Moving forward this is information that should be highlighted in marketing materials.