LEI

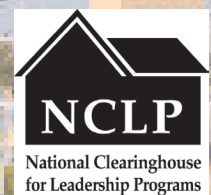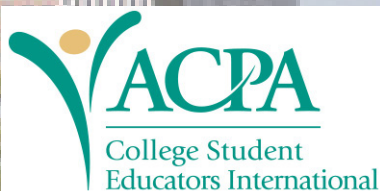## LEADERSHIP EDUCATORS INSTITUTE

Developed for New and Mid-Level Student Affairs Educators

Long Beach, California
December 11 - 13, 2016

ACPA
College Student
Educators International

NASPA
Student Affairs Administrators
in Higher Education

NCLP
National Clearinghouse
for Leadership Programs

LEI
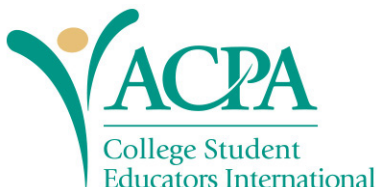## LEADERSHIP EDUCATORS INSTITUTE

Welcome to the Leadership Educators Institute!

ACPA, NASPA, and the National Clearinghouse for Leadership Programs welcome you to Long Beach, California and to the 2016 Leadership Educators Institute (LEI)! This is the seventh time our three associations have partnered to deliver this exciting institute designed specifically for new and mid-level student affairs and leadership educators. The planning committee has designed an institute with keynote addresses and educational sessions by cutting-edge scholars, practitioners, and administrators to engage participants. Our goal over the next three days is for participants to gain deeper insights in leadership education of college and university students, and to learn concrete strategies for developing and improving leadership programs and services at your institution.

All LEI activities will occur at the Renaissance Long Beach Hotel.

This Institute is sponsored by ACPA, NASPA, the National Clearinghouse for Leadership Programs, NASPA Student Leadership Programs Knowledge Community, and ACPA Commission for Student Involvement.

ACPA College Student Educators International

NASPA Student Affairs Administrators in Higher Education

NCLP National Clearinghouse for Leadership Programs

Sunday, December 11, 2016

7:30 a.m. - 5:00 p.m.	Registration	Bixby Ballroom Foyer
9:00 a.m. - 12:00 p.m.	Pre-Institute Workshops	
1:00 p.m. - 2:15 p.m.	Opening Keynote: Critical Questions for Leadership Educators: Linking Evidence and Imagination	Bixby Ballroom
2:30 p.m. - 3:45 p.m.	Concurrent Sessions	
4:00 p.m. - 5:15 p.m.	Concurrent Sessions	
5:30 p.m. - 7:00 p.m.	Opening Reception	Bixby Ballroom

Monday, December 12, 2016

8:00 a.m. - 5:00 p.m.	Registration	Bixby Ballroom Foyer
8:00 a.m. - 9:00 a.m.	Continental Breakfast	Bixby Ballroom
9:00 a.m. - 10:15 a.m.	Concurrent Sessions	
10:30 a.m. - 11:45 a.m.	Concurrent Sessions	
12:00 p.m. - 1:30 p.m.	Lunch on your own	
1:30 p.m. - 3:00 p.m.	Afternoon Keynote - An Interview with Alexander Astin	Bixby Ballroom
3:15 p.m. - 4:30 p.m.	Concurrent Sessions	
4:45 p.m. - 6:00 p.m.	Concurrent Sessions	

Tuesday, December 13, 2016

7:30 a.m. - 11:00 a.m.	Registration	Bixby Ballroom Foyer
7:30 a.m. - 8:30 a.m.	Continental Breakfast	Bixby Ballroom
8:30 a.m. - 9:30 a.m.	Closing Keynote: Building Our Capacity for Greater Inclusion: A Leadership Imperative	Bixby Ballroom
9:45 a.m. - 11:00 a.m.	Concurrent Sessions	
11:15 a.m. - 12:30 p.m.	Concurrent Sessions	
12:45 p.m. - 1:15 p.m.	Institute Closing	Bixby Ballroom

GENERAL
INFORMATION

EXHIBITORS

|	
CLAREMONT LINCOLN UNIVERSITY	**Claremont Lincoln University** If you've ever dreamed of making a positive impact in the world, then Claremont Lincoln University has online graduate degrees and certificates designed to teach you the skills to influence positive change in your organization and community. Programs are available in Ethical Leadership, Social Impact, and Interfaith Action.
CIRCLE OF CHANGE	**Circle of Change Leadership Experience** The Circle of Change Leadership Experience is a leadership development organization that specializes in providing student leaders with the inspiration, mentorship, leadership development training, and professionals skills necessary to attain career leadership success in the 21st Century through a national leadership conference, leadership curriculum/institute, regional leadership conferences, webinars, and array of other leadership development programs for colleges and universities.
THE NATIONAL SOCIETY OF LEADERSHIP AND SUCCESS	**National Society of Leadership and Success** The Society is the largest leadership honor society in the nation, with over half a million members on more than 500 college campuses.
RESILIENT CAMPUS	**Resilient Campus** Resilient Campus connects our desire to cultivate resilient leaders and sustainable social justice movements in higher education. and subsequently campus environments that can flexibly respond, adapt, and thrive with shifting institutional demographics, opportunities, and higher education landscapes.

PROFESSIONAL COMPETENCY AREAS

In July 2015, the NASPA Board of Directors approved the new Professional Competency Areas for student affairs practitioners. This set of professional competency areas is intended to define the broad professional knowledge, skills, and, in some cases, attitudes expected of student affairs professionals regardless of their area of specialization or positional role in the field. Within this conference program, sessions that fall into particular competency areas are marked with the icons as indicated below.

	Advising and Supporting		Personal and Ethical Foundations
	Assessment, Evaluation, and Research		Social Justice and Inclusion
	Law, Policy, and Governance		Student Learning and Development
	Leadership		Technology
	Organizational and Human Resources		Values, Philosophy, and History

Registration

Registration is located in the Bixby Ballroom Foyer. Registration is open on Sunday, December 11 from 7:30am-5:00pm, Monday, December 12 from 8:00am-5:00pm, and Tuesday, December 13 from 7:30am-11:00am.

Attire

Attire for the institute is business casual.

Accessibility/Dietary Needs

If you have a request for an accessibility or dietary need or have questions, please speak with staff at the institute registration desk, located in the Bixby Ballroom Foyer.

Continuing Education Credits

Continuing Education Units (CEU) toward certification or re-certification for counselors is available through ACPA and NASPA, which are approved to award CEUs by the National Board of Certified Counselors (NBCC).

Book Sales

The Institute sponsors will have publications for sale in the exhibit area in the Bixby Ballroom Foyer.

Social Media

We encourage you to engage via social media using the conference hashtag #LEI16. Participants are encouraged to visit, read, and respond to the Institute Twitter feed. To tweet about the conference, be sure to include #LEI16 in your message. Need something to tweet about? Start with what you hope to get out of this year's institute.

Lost and Found

Lost and Found articles should be turned into the institute registration desk.

Institute Evaluation

The Leadership Educators Institute Evaluation will be emailed to all participants following the institute.

GENERAL
INFORMATION

Concurrent Sessions

Leadership education of college and university students is an important and ongoing process within higher education institutions. Student affairs professionals play an essential role in coordinating, shaping, and evaluating this area by developing leadership courses and programs, creating co-curricular opportunities, and using new technologies. The Leadership Educators Institute (LEI) is an innovative forum geared specifically towards new to mid-level student affairs professionals and leadership educators with these responsibilities. The Institute is coordinated by NASPA, ACPA, and the National Clearinghouse for Leadership Programs (NCLP).

Concurrent sessions at The Leadership Educators Institute create a space where student affairs administrators, educators, and practitioners will discuss current leadership topics:

- Modern leadership theories about process-based relational leadership, theories of leadership and positive social change, societal good; and models and theories on how students develop leadership capacity and human development;

- Leadership courses (credit and non-credit) including innovative syllabi, effective textbooks, incentives for students, experiential learning, service-oriented learning, and virtual learning;

- Assessment and evaluation of leadership programs and participants including learning outcomes, using CAS Standards, National Leadership Research agenda, ILA program guidelines, Multi-Institutional Study of Leadership Implications for Practice, and the Socially Responsible Leadership Scale as well as contemporary leadership assessments like StrengthsQuest, MBTI, Emotional Intelligence, and Global Mindset;

- Innovative and intentional practices and programs including: cohort leadership programs, emerging leaders, multi-year programs, distance learning and immersive experiences;

- Strategy and management of leadership programs including: staff education, fundraising, space design, financial modeling, academic and student development partnerships; and

- Intersectional role of leadership education in identity development, service-learning, social justice education, globalization, and other functional areas.

2016 LEI Themes

The Institute Planning Committee accepted program proposals that are successful practices with content that will intentionally engage participants in discussions and provide meaningful content to bring back to their campuses. The content at the 2016 LEI focuses on the following themes:

- Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model

- Leadership Curriculum and Programs

- Technology, Research, and Assessment in Leadership Programs

- Leadership in Context

A Special Thanks to the Institute Planning Committee

- Tiki Ayiku, senior director, educational programs, NASPA—Student Affairs Administrators in Higher Education
- Dave Borgealt, assistant director, student involvement, DePaul University
- Jake Frasier, assistant director, educational programs, NASPA—Student Affairs Administrators in Higher Education
- Tricia Fechter Gates, deputy executive director, ACPA—College Student Educators International
- Courtney Holder, coordinator, Maryland LEAD program and alternative breaks, University of Maryland—College Park
- Ana Maia, assistant director, student union, University of Central Florida
- Craig Slack, assistant director, Adele H. Stamp student union, University of Maryland—College Park

Program Selection Volunteers

- Krystal Clark, director of student leadership development, Vanderbilt University
- Pamela Curtis, director of student leadership and service, University of Louisville
- Vanessa Van Dyke, campus life coordinator for student involvement, New College of Florida

Leadership Workshops

RESILIENCE MAPPING:
Identity-Based Strengths for Student Leaders

VISION, VALUES, & VELOCITY:
Discover Your True Potential

TRANSFORM US:
Transformational Leadership for a Brighter Tomorrow

10% booking discount for LEI 2016 attendees! Stop by our booth and say hello!

RESILIENTCAMPUS.COM

INVITED SPEAKERS

Dr. Julie Owen
Associate Professor of Leadership Studies
School of Integrative Studies at George Mason University

Dr. Julie Owen teaches courses on socially responsible leadership, civic engagement, higher education, and community-based research. She is a scholar for the National Clearinghouse for Leadership Programs (NCLP) and is co-editor of both editions of the Handbook for Student Leadership Development and editor of the inaugural edition of New Directions for Student Leadership (Jossey-Bass). She is active on several national research teams, including the Multi-Institutional Study of Leadership – Institutional Survey (MSL-IS) and a research team member with the Leadership Identity Development (LID) project.

Owen has received AAC&U's K. Patricia Cross Future Leaders Award, ACPA's Annuit Coeptis and Diamond Honoree awards, is a Mason Teaching Excellence Award winner, and was recently recognized with NASPA's SLPKC Komives Research Award. Owen has received grants from the Council for the Advancement of Standards in Higher Education (CAS) and received the AAC&U Bringing Theory to Practice Research grant in 2015 to examine the effects of civic engagement and well-being on first generation college students. Owen received her B.A. degree (1993) in psychology and English from the College of William and Mary, and her M. Ed. (1996) in College Student Personnel Administration from James Madison University. She holds a certificate of non-profit administration from Duke University (2000) and received her PhD (2008) in college student personnel at the University of Maryland, College Park.

Rev. Dr. Jamie Washington
President and Founder
Washington Consulting Group (WCG)

Dr. Washington has served as an educator, administrator, and consultant in higher education for over 32 years. Dr. Washington serves as the President and a Founder of the Social Justice Training Institute and has served as Visiting Professor of Salem State University. Dr. Washington serves as the Chair of the board for Many Voices, A Black Church Movement for LGBT persons: on the faculty of Camp Pride and a board member Campus Pride, and Beyond Diversity. He serves as a trustee for the American College Personnel Association. He is on the faculty of Lancaster Theological Seminary Summer Academy and on the board for Vanderbilt School of Divinity Creating Welcoming Churches project and serves on the Advisory Board for the LGBT History Museum. He also serves as a Lead faculty member with Leadershape, Lead365, and proud member of ODK.

He is a writer, speaker, coach, consultant, teacher and trainer. He has spoken all over the US, as well as in Canada and South Africa. He is a life member of Alpha Phi Alpha Fraternity Inc, the Co Pastor of Unity Fellowship church of Baltimore and shares his life with his partner the Rev. Sam Offer and is the proud grandfather of seven and great uncle to five.

Dr. Alexander Astin
Allan M. Cartter Professor Emeritus & Higher Education Research Institute Founding Director
University of California, Los Angeles

Dr. Alexander Astin has served as Director of Research for both the American Council on Education and the National Merit Scholarship Corporation. He is also the founding director of the Cooperative Institutional Research Program (CIRP), HERI's ongoing national study of college students, faculty and institutions. Dr. Astin has authored 21 books and more than 300 other publications in the field of higher education, and has been a recipient of awards for outstanding research from more than a dozen national associations and professional societies. He has also been elected to membership in the National Academy of Education, and a fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford University.

A 1990 study in the Journal of Higher Education identified Dr. Astin as the most frequently-cited author in the field of higher education. In 1985 readers of Change magazine selected Dr. Astin as the person "most admired for creative, insightful thinking" in the field of higher education. His latest book is "Mindworks: Becoming More Conscious in an Unconcious World, Information Age Publishing, 2007). Currently, Professors Alexander W. Astin and Helen S. Astin are Co-Prinicipal Investigators of a multi-year research study funded by the John Templeton Foundation, "Spirituality in Higher Education: A National Study of College Students' Search for Meaning and Purpose."

Dr. Susan Komives
Professor Emerita
University of Maryland

Susan R. Komives is Professor Emerita at the University of Maryland. She is past president of the Council for the Advancement of Standards in Higher Education and the American College Personnel Association; was vice president of two colleges; and is the author/editor of a dozen books including Student Services, Exploring Leadership, Leadership for a Better World, and the Handbook for Student Leadership Development. She is executive editor of the inaugural New Directions in Student Leadership series. She was a member of the teams that developed Learning Reconsidered, the ACPA/NASPA Competencies, the Social Change Model of Leadership Development, the Relational Leadership Model, the international Multi-Institutional Study of Leadership, and the Leadership Identity Development grounded theory. She is co-founder of the National Clearinghouse for Leadership Programs (NCLP) and a former member of the Board of Directors of the International Leadership Association. Dr. Komives is a recipient of both the ACPA and NASPA Outstanding Research Awards and the ACPA Life Time Achievement Award.

INSTITUTE
SCHEDULE

SUNDAY, DECEMBER 11, 2016

8:00 a.m. - 5:00 p.m.   Registration Open

9:00 a.m. - 12:00 p.m.   Pre-Institute Workshops

Pre-Institute Workshop #1 LEI 101: Student Leadership in Higher Education: Lost in the Leadership Forest?

Location:	Pike 2
Presenter(s):	Dave Borgealt, Assistant Director, Student Involvement - DePaul University
	Courntey Holder, Coordinator of Maryland LEAD Program and Alternative Breaks - University of Maryland, College Park
	Ana Maia, Assistant Director, Student Union - University of Central Florida

Based on feedback from past evaluations, this session was created to provide a nuts-and-bolts understanding of the many theories, concepts, and language of leadership. The presenters (esteemed scholars and representatives from ACPA, NASPA, and NCLP) will provide this foundation to help introduce participants to college student leadership education and to help successfully navigate a first LEI experience.

Pre-Institute Workshop #2: Integrating Critical Perspectives into Leadership Development: Moving Content and Pedagogy from Diversity Through Inclusion Toward Justice

Location:	Pike 3
Presenter(s):	Dr. John Dugan, associate professor and program chair, higher education, Loyola University Chicago
	Natasha Turman, Doctoral Candidate and Research Assistant - Loyola University Chicago
	Amy Barnes, Senior Lecturer - The Ohio State University

Leadership development provides the foundation for how leadership is enacted in our communities and organizations. However, all too often leadership theory becomes a site of marginalization based on its content and history. This interactive workshop advances an innovative approach drawing on pedagogies that more fully realize goals of equity and justice. Participants will actively engage in the process of theoretical deconstruction and reconstruction modeling the infusion of critical perspectives into leadership education.

SUNDAY, DECEMBER 11, 2016

1:00 p.m. - 2:15 p.m.   **Opening Keynote: Critical Questions for Leadership Educators: Linking Evidence and Imagination**

Location: Bixby Ballroom

Presenter(s):   Dr. Julie Owen, associate professor, leadership studies, George Mason University

What do we know about the state of collegiate leadership education? This session will draw on ten years of data from the Multi-Institutional Study of Leadership Institutional Survey (MSL-IS), the work of the Inter-association Leadership Education Collaborative (ILEC), and Brookfield's Learning Tasks of Critical Theory to pose provocative questions about the need for transformative change in leadership education. How can we use critical theory, intersectionality, inquiry, and evidence to imagine a more critically conscious future for leadership education?

2:30 p.m. - 3:45 p.m.   **Concurrent Sessions**

Challenge Accepted: Cultivating a Culture of Assessment

Level: Intermediate || Theme(s): Technology, Research, and Assessment in Leadership Programs

Location: Broadlind 1

Presenter(s):   Emily Werner, assistant director, Indiana University–Purdue University Indianapolis

Allison Barkel, coordinator, student success and outreach, Indiana University–Purdue University Indianapolis

Love the idea of assessment but not sure where to start? Developing a comprehensive assessment plan for your leadership program may seem like a daunting challenge. During this presentation, the presenters will share their unique experiences and lessons learned in developing comprehensive program assessment plans for two innovative leadership opportunities at a large, urban institution. Attendees will be encouraged to provide their insight and experiences to the conversation and take away resources to get started on their own campuses.

Reframing and Engaging Resistance as A Part of Culture Change

Level: Intermediate || Theme(s): Leadership in Context

Location: Pike 3

Presenter(s):   Rev. Dr. Jamie Washington, president and founder, Washington Consulting Group (WCG)

Leadership for social change is at the core of many leadership development programs. Participants are frequently asked to look into the world and see what needs to be changed or better. A dynamic challenge a leader will face as they attempt to create change is resistance. How do we as change agents effectively engage and see resistance as a part of the process? This session will allow participants to begin to see resistance as a necessary component of culture change.

INSTITUTE SCHEDULE

SUNDAY, DECEMBER 11, 2016

Decolonizing Context: Making the Case for Student Leadership Programs in Collectivist Cultures

Level: Intermediate || Theme(s): Leadership in Context

Location: Dawson

Presenter(s):   Aaron Jones, retention specialist, black student community, University of California - Santa Cruz

Matthew Markham, coordinator, leadership and programming, University of Hawaii at Manoa

It is impossible to ignore the impact Santa Cruz's resistance-laden history and the illegal annexation of Hawaii has on the students from historically marginalized cultures we advise, supervise, and support. The goal of this presentation is to challenge traditional Western approaches to leadership development and advising. We will provide attendees the tools to evaluate historical and cultural contexts in order to decolonize their practice and create more inclusive and meaningful leadership opportunities for all students.

HELPSS (Higher Education Leadership Personal Skill Set): Your Student Leadership Program and Student Affairs Professional Development Tool

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model

Location: Broadlind 2

Presenter(s):   Joseph Marron, professor and program director, higher education administration graduate program, National University

This program will examine the ever increasing complexity in student leadership and student affairs administration. HELPSS identifies a Model of beneficial leadership skills for today's practitioners. The HELPSS Model is recommended as both a student leadership and student affairs professional development tool. The presenter recommends that today's leadership professionals need not focus on developing one leadership style, but rather demonstrate the ability and flexibility to draw on any number of the HELPSS items in order to maximize effectiveness.

Human-Centered Design as an Interdisciplinary Leadership Principle

Level: Intermediate || Theme(s): Leadership in Context

Location: Nieto

Presenter(s):   Brittney Beck, doctoral fellow and consultant to the center for leadership and service, University of Florida

Josh Funderburke, executive director, University of Florida David and Wanda Brown Center for Leadership and Service

Human-centered design brings together multiple leadership development theories to meet the demands of an interdisciplinary approach to leadership development. In this session, human-centered design is presented as a method for preparing emerging and seasoned leaders to ideate, problem-solve, and act with intersecting disciplines and diverse stakeholders while remaining grounded in the needs of those they seek to serve. Participants will experience a human-centered design process and move towards facilitating a human centered design process for interdisciplinary stakeholders within their context.

SUNDAY, DECEMBER 11, 2016

Leadership by Design: Elements for Consideration

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Pike 2

Presenter(s):   Nancy Hunter Denney, executive director, Lead365 National Conference

Stop! Take a breath, step away from your desk and ask: How do I want to direct change? Whether planning a workshop, leadership series or conference, this presentation offers various options for focusing on what matters most and walks you through different elements of the planning and implementation process. The presenter shares wisdom from 25 years of experience writing curriculum, identifying learning outcomes, planning workshops, incorporating engagement activities and creating original assessments. Valuable resources round out this practical and useful session.

Mount Leads: A University-Wide Leadership Initiative

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs,Leadership in Context

Location: Pike 1

Presenter(s):   Rosalyn Kempf, director, women's leadership and student involvement, Mount Saint Mary's University, Los Angeles

Christine Hernandez, associate director, women's leadership and student involvement, Mount Saint Mary's University, Los Angeles

Brittney Plascencia, assistant director, women's leadership and student involvement, Mount Saint Mary's University, Los Angeles

Like so many universities, preparing students as leaders is embedded in the mission of Mount Saint Mary's University, Los Angeles. This session will share how a university-wide initiative helped to develop a common leadership language for students, faculty, and staff across the institution. Participants of this program can expect to learn more about the formation and structure of this program as well as how to develop a common leadership language at their own institutions.

Moving Beyond Membership: College Student Development of Citizenship and Agency

Level: Foundaional || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership in Context

Location: Ebel

Presenter(s):   Corinne Janet, coordinator, leadership development, University of Maryland Baltimore County

Dana Carnes, associate director, center for leadership, Elon University

Citizenship, the Social Change Model's seventh "C" calls for individuals to see themselves as part of a larger whole. How can leadership educators use the Social Change Model to help students recognize their role as agents of change in their communities? How can we move students beyond merely membership to a citizen's mindset and responsibility towards others? This session will discuss ways to develop students' agency while working in collaborative groups to create positive social change in their communities.

INSTITUTE SCHEDULE

SUNDAY, DECEMBER 11, 2016

Through a Looking Glass Mirror: Leadership Programs and Assessment

Level: Foundaional || Theme(s): Technology, Research, and Assessment in Leadership Programs

Location: Wilmore

Presenter(s): Kerry Klima, doctoral candidate, Bowling Green State University

Hyun Kyoung Ro, assistant professor, Bowling Green State University

Jacob Clemens, assistant dean of students, Bowling Green State University

The purpose of this presentation is to share the assessment efforts of the President's Leadership Academy (PLA) at Bowling Green State University. PLA administrators, faculty, and graduate students in student affairs collaborated to examine how the mentorship program influences students' satisfaction and experiences, and the connection to students' success. We also will present the Multi-Institutional Study of Leadership results of PLA students' gains compared to other BGSU students. This presentation will provide practice and policy implications based on the assessment evidence.

Town and Gown Pedagogy: Democratizing the Classroom University-Community Dynamics and Civic Leadership

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Tichenor

Presenter(s): Chris Hutchison, assistant dean of students, Chapman University

Higher education provides a unique environment for innovative educational techniques that blend the curriculum and co-curriculum in facilitating and illustrating leadership development. Using research conducted upon and within an undergraduate civic leadership course, this session will examine democratic pedagogy and problematizing university-community tension as a foundation for leadership education and civic learning. Through a lens of theory and practice we will explore and discuss the benefits, challenges, and impact of engaging students-as-collaborators in an experiential, change-oriented curriculum.

4:00 p.m. - 5:15 p.m.   Concurrent Sessions

Enhance Your Leadership Development Program through Best Practices and Research from a Longstanding Leadership Initiative

Level: Foundaional || Theme(s): Leadership Curriculum and Programs

Location: Tichenor

Presenter(s): Shelly Bayer, assistant director, center for the enhancement of teaching and learning, South Dakota State University

Mary Christensen, coordinator, advising and student retention, South Dakota State University

Leadership education takes on many formats and effectiveness is often difficult to determine. This program highlights the effectiveness and strengths of a co-curricular, minimally funded leadership development program that targets emerging leaders as determined through thirteen cohorts of data collection, analysis, and trial and error. Attendees will learn our best practices and then be guided in opportunities to apply the learning to their own contexts.

SUNDAY, DECEMBER 11, 2016

Exploring Social Identity in Leadership: An Interactive Workshop

Level: Foundational || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Wilmore

Presenter(s):   Ijeoma Nwaogu, founder and principal, ThriveIN, A Leadership Coaching & Consulting Firm based in Houston, Texas

Leadership concepts and behaviors often originate in personal or social identities. For this reason, leadership educators must understand how their own identities impact the ways we lead across difference. Through presenter discourse, interactive activities, group discussions and individual reflections, participants will gain an advanced understanding of the significant role identity plays in leadership practice. Moreover, participants will gain takeaways to recreate a similar workshop for their own institutions.

In Search of the Black Gentlemen: Overview of the Distinguished Gentlemen's Club Leadership Program and Course

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Nieto

Presenter(s):   Tammie Preston-Cunningham, assistant director, student activities, Texas A&M University

Tonya Driver, director, multicultural services, Texas A&M University

The workshop will discuss the presenter's use of students' lived experiences to offer voice to the formation of the Distinguished Gentlemen's Club program and course. The program, developed through a partnership with National Pan-Hellenic Council fraternity members and faculty, embraced the theme of collaboration and intentional faculty-to-student interaction. The Distinguished Gentlemen's Club (DGC) program and course, was designed to influence persistence and graduation, establish support systems, and incorporate social constructed identities in development of leader capacity for African American males.

Intentionality Individualization and Integration: The LID Model as a Powerful Educational Tool

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model

Location: Broadlind 1

Presenter(s):   Tia Crawford, department of student activities, Texas A&M University

Melissa Shehane, department of student activities, Texas A&M University

Tearney Woodruff, department of student activities, Texas A&M University

On fast-paced college campuses, intentionality, individualization, and integration are what students crave, but with growing student populations, how do you meet the needs of every student? At Texas A&M, the LID Model serves as a vehicle to meet students where they are developmentally, informs the practice of coaches in a division-wide leadership certificate program, and functions as an assessment tool for every phase of the program. Come build self-efficacy in incorporating the LID model into your professional practice.

INSTITUTE
SCHEDULE

SUNDAY, DECEMBER 11, 2016

Laying the Groundwork for Sustaining Leadership Programs on Campus

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Technology, Research, and Assessment in Leadership Programs

Location: Pike 3

Presenter(s):   Vernon Wall, director, business development, LeaderShape

                   Abby Prince, director, program quality and management, LeaderShape

Providing the best experience possible for college students to learn about themselves and others is a common theme that drives most leadership development programs. The challenge often exists in sustaining these programs as budgets get tighter and resources become scarcer. What steps must be taken to sustain the programs that are created? This program will focus on providing some of the answers and tools needed to lay the groundwork for sustaining these valuable programs.

Making the Leap: BAS as a Bridge from Technical Professional to Leader

Level: Intermediate || Theme(s): Leadership in Context

Location: Ebel

Presenter(s):   Damon Bell, vice president, student services and achievement, Olympic College

                   Norma Whitacre, dean, business and technology, Olympic College

                   Philip Mathew, lead faculty, bachelor of applied science program, Olympic College

This session shares how in the fall of 2015, Olympic College launched a Bachelor of Applied Science in Organizational Leadership & Technical Management to help working adult learners who have completed a technical associate degree navigate their leadership journey. Successfully making the transition from a technical role into a leadership position presents a myriad of challenges. This interactive session highlights program elements, a conceptual framework, and insights gained from administrators, faculty, and students.

Preparing Student Leaders as Agents of Positive Social Change: Developing Conflict Management in Student Leadership Programs

Level: Foundational || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership in Context

Location: Broadlind 2

Presenter(s):   Jon Duraj, associate dean of students, student success and retention, Wittenberg University

                   Allison Willer, founder, Journey Thru Conflict

While the Social Change Model of leadership development identifies Controversy with Civility as one of the 7 defined "Cs," too often college leaders feel unprepared confronting conflict that inevitably accompanies positive social change. This presentation is designed to discuss the importance of developing conflict management leadership training that is learned, practiced, and applied, in an effort to help leaders approach conflict with grace and ease.

SUNDAY, DECEMBER 11, 2016

Social Justice Leadership in the Context of Tragedy: Political, Ideological, and Ethical Challenges

Level: Intermediate || Theme(s): Leadership in Context

Location: Pike 2

Presenter(s):   Eugene Fujimoto, associate professor, California State University Fullerton

Matt Smith, director, educational partnerships, California State University Dominguez Hills

Alyssa Hernandez, former assistant coordinator, violence prevention programs, California State University Fullerton

Recent national tragedies, such as the police killing of unarmed Black men, the Orlando nightclub shooting, and the killing of police officers in Dallas and Baton Rouge, have moved inequality and social justice issues to the center of national discourse. As a result, leadership educators are increasingly compelled to help students understand their leadership roles in relation to such events. This program will explore how these events and our responses to them can be used to stimulate identity development, personal and professional growth, and political engagement.

Strengthening Leadership Skills through Social Justice Programming

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model

Location: Pike 1

Presenter(s):   Mollie Vita, assistant director, immersion programs, Georgetown University

This session will explore how a pre-orientation program can serve as an introduction to leadership development through community service, volunteer activism, discussions regarding social justice issues and community based reflections. Learn how to create space for students in which they can engage in their community, discover and reflect on diverse populations and perspectives, and develop the capacity for leadership by becoming part of an intentional community committed to personal growth and social change.

What They Talk About When They Talk About Leadership

Level: Intermediate || Theme(s): Technology, Research, and Assessment in Leadership Programs

Location: Dawson

Presenter(s):   Vivechkanand Chunoo, doctoral candidate, Florida State University

Sally Watkins, doctoral candidate, Florida State University

Some leadership education programs struggle to demonstrate achievement of learning outcomes and/or illustrate alumni use of leadership learning post-college. In this session, presenters will detail results of a qualitative research project where Undergraduate Leadership Studies Certificate alumni were interviewed about in-college and post-college experiences, with special attention to achievement and application of the program's learning objectives. The project's methodology and analytic approach will be presented to help audience members start or refine similar research / assessment projects of their own.

5:30 p.m. - 7:00 p.m.   Opening Reception

Location: Bixby Ballroom

INSTITUTE SCHEDULE

MONDAY, DECEMBER 12, 2016

8:00 a.m. - 9:00 a.m.   **Continental Breakfast**

Location: Bixby Ballroom

9:00 a.m. - 10:15 a.m.   **Concurrent Sessions**

Are Your Students Prepared for Career Leadership Success? Integrating Leadership into Career Readiness

Level: Intermediate || Theme(s): Leadership in Context

Location: Pike 2

Presenter(s):   Joshua Fredenburg, doctoral candidate, Nova Southeastern University

Nancy Hunter Denney, executive director, Lead365 National Conference

This workshop session offers the opportunity for leadership educators to interface with four prominent executives from four diverse companies such as Disney, Nestle, Twitter, and NBC Universal that are focused on recruiting, retaining, and employing student leaders planning to graduate in the upcoming year. A panel discussion format will offer participants the chance to discuss and discover key desirable leadership competencies held by these executives and learn why they are so relevant in the workplace.

Building Partnerships to Create a Campus-Wide Leadership Experience

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Broadlind 1

Presenter(s):   Lauren Irwin, coordinator, center for leadership, California Polytechnic State University San Luis Obispo

Jason Mockford, director, leadership and service, California Polytechnic State University San Luis Obispo

California Polytechnic State University at San Luis Obispo launched a campus-wide leadership education office in April 2015. This presentation explores the process of creating a new leadership program, including the implementation of an Emerging Leaders program. The Center for Leadership formed creative partnerships with corporate partners, alumni, academic programs, and others to support student leadership and success with limited resources. Through presentation and discussion, attendees will build strategies for initiating and maintaining creative and innovative partnerships to support leadership education in the face of limited resources.

Developing Digital Student Leaders

Level: Intermediate || Theme(s): Technology, Research, and Assessment in Leadership Programs

Location: Pike 1

Presenter(s):   Josie Ahlquist, adjunct faculty and research associate, Florida State University

'Snapchat' into what student leadership is 'instagramed' like in the facebook-age. This session will share the findings of a grant-funded and award-winning dissertation that sought out 40 student leaders, exploring their experiences and perceptions of social media. The study reveals how these leaders utilized social communication tools, such as instagram and facebook, but also snapchat and tumblr. Learn how these leaders navigated the complex and complicated digital age and our role as leadership educator to develop their digital leadership capacity.

INSTITUTE SCHEDULE

Engaging Faculty Staff and Students to Create a Leadership Model and Philosophy

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Tichenor

Presenter(s):   Beth Hoag, associate director, Illinois leadership center, University of Illinois Urbana Champaign

Gayle Spencer, director, Illinois leadership center, University of Illinois Urbana Champaign

There are numerous philosophies, frameworks, and models that can be utilized to teach leadership to students. Due to the extensive and varied definitions of leadership, the Illinois Leadership Center set forth to create an institution specific philosophy of leadership to guide programs and services. Presenters will describe the process used to engage students, faculty, and staff in the creation of a comprehensive leadership philosophy, explore the findings and assessment methods, and address implications for practice.

Lead NOW: How to Engage Women in Leadership and Identity Development in Cohort-Based Learning

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs, Leadership in Context

Location: Broadlind 2

Presenter(s):   Dede Hutchison, director, Texas Christian University leadership center, Texas Christian University

Annie Bures, coordinator, first year experience, Texas Christian University

The TCU Leadership Center created a cohort based, women's leadership program, Lead NOW (Network of Women) focused on high-potential, first-year female students who are looking for opportunities to grow and learn as leaders. This session will highlight how Lead NOW delves into four key themes (identity, leadership, resilience and relationships) through a variety of leadership and student development models. It will also show how a student led, staff supported effort can prove successful and provide immediate and long-term assessment opportunities.

Leading Imperfectly: Are you a Hero or a Role Model?

Level: Foundational || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model,Leadership in Context

Location: Pike 3

Presenter(s):   James Robilotta, author, speaker, and coach, CAMPUSPEAK

Time to check yourself and take a look in the mirror. Are you who you say you are? Too often in our work we believe that to be a leader we have to be perfect. We believe showing our flaws is a detriment and are practiced at hiding them from others in our personal and professional lives. This session will focus on authentic leadership theory and the rewards of leading through our story to reinvigorate connections with students and staff.

INSTITUTE SCHEDULE

MONDAY, DECEMBER 12, 2016

Living Leadership: Designing Flexible Leadership Development Experiences for Community College Students

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Nieto

Presenter(s):   Stephanie Quirk, coordinator, student life and leadership development, College of DuPage

Chuck Steele, manager, student life, College of DuPage

In 2010 College of DuPage piloted a cohort-based, co-curricular leadership program: the Living Leadership Program. Two years later, the program shifted to a rolling admission, self-paced model that allowed students to complete in two phases. From 2010-2016, 1,461 students attended program offerings. This presentation will trace the history and development of the program as it evolved into a flexible format. We will share our lessons-learned and strategies for integrating flexibility into leadership development programs to engage diverse and non-traditional student populations.

Social Change Through Civility: UChicago's Modus Vivendi Society

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs

Location: Ebel

Presenter(s):   Carrie Grogan, assistant director, student leadership development, University of Chicago

Effective leadership requires an ability to engage in civil discourse, even if it has not been demonstrated in our national context. Grounded in the Social Change Model of Leadership, University of Chicago's Modus Vivendi Society allows students to participate in difficult dialogues about values, working collaboratively, and positive social change. This session features an in depth overview of the program, along with an activity and discussion on the role of leadership education in training for active citizenship and civil discourse.

The Six Things to Consider When Working with Women Leaders on Campus

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Dawson

Presenter(s):   Erin Fischer, chief executive officer and owner, The Leadership and Training Studio

Abigail Lewis, vice president, campus leadership programs, American Association of University Women

It's time to get real about what women need in their leadership development plans, but more importantly to learn the details about what is getting in the way of their own success. Learn about the impostor syndrome, effortless perfectionism, rumination, confidence levels, anxiety/depression and how not having a coach, mentor or sponsor makes a big difference in the way women behave with you, in class, and in their organizations on campus. Join us to learn about the things you can do to combat these blind spots, and the specific activities you can start on campus to help support women leaders.

MONDAY, DECEMBER 12, 2016

Why are we here?: Finding your Program's Inner Theory

Level: Intermediate || Theme(s): Technology, Research, and Assessment in Leadership Programs

Location: Wilmore

Presenter(s):   Kimberly Cook, doctoral candidate, Texas Christian University

Donald Mills, distinguished professor, educational leadership, Texas Christian University

Leadership programs help students understand leadership concepts and develop effective leadership behaviors. Sustainable programs must be based on theory and improved by outcome assessment and practical experience. Understanding the underlying program theory helps determine whether the desired outcomes will occur. This presentation is intended to introduce participants to the concept and construction of program theory, and to provide a means, through the application of the International Leadership Association's Guiding Questions, for participants to identify and more directly implement the underlying theories at work in their programs.

10:30 a.m. - 11:45 a.m.   Concurrent Sessions

Creating a Pipeline: Pre-College Students and the Social Change Model

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs

Location: Tichenor

Presenter(s):   Kisa Takesue, director, leadership programs, Brown University

Students' pre-college experiences matter and significantly influence college leadership development (Dugan & Komives, 2007). Although the Social Change Model of Leadership Development was created specifically for college students, it is being successfully applied in the Brown Leadership Institute, an academic and residential program for high-achieving pre-college students. This presentation will: highlight the ways in which SCM is integrated into curricular and co-curricular components; review student, faculty and RA engagement with the model, and stimulate thinking about the varied applications of this model.

Critical Perspectives on Gender and Student Leadership

Level: Intermediate || Theme(s): Leadership in Context

Location: Pike 2

Presenter(s):   Paige Haber-Curran, assistant professor, Texas State University

Daniel Tillapaugh, assistant professor, California Lutheran University

The session focuses on the forthcoming issue of New Directions in Student Leadership (Jossey-Bass), which highlights gender and student leadership. Issue co-editors along with chapter authors will share highlights from the issue, illuminating current research and examples from practice on leadership as related to specific gendered populations (e.g., men, women, trans*-identified individuals). A critical examination of the existing literature and directions for future research and practice will be presented.

INSTITUTE SCHEDULE

MONDAY, DECEMBER 12, 2016

Developing Socially Responsible Leaders Using Principles from Social Innovation/ Entrepreneurship Practices

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Dawson

Presenter(s):   Peter Maribei, global center coordinator, University of San Diego

Grace Bagunu, graduate assistant and instructor, University of San Diego

Social venture plan competitions have become ubiquitous in higher education institutions. Students are offered incentives and support to develop or experiment with social innovations that address intractable social problems. While research suggests that competitions contribute to developing an entrepreneurial mindset, the potential to develop socially responsible leadership is less explored. This session will explore how principles from social venture plan competitions can be adapted in leadership programs to facilitate learning of values articulated in the social change model (SCM).

Drawing Inspiration from Social Change Movements: Leveraging Collective Impact for Division-Wide Leadership Development

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership in Context

Location: Pike 1

Presenter(s):   Kelly Benkert, director, leadership and community engagement , Northwestern University

Adrian Bitton, assistant director, leadership and community engagement, Northwestern University

Leadership in today's world requires drawing upon the best thinking across multiple disciplines in order to solve complex problems. At Northwestern University, we drew inspiration from successful social change movements to develop a unified leadership framework for the Division of Student Affairs and beyond. The model of collective impact is being used in communities across the country to create systemic change on justice issues, and Northwestern is applying the model to lead division-wide change to support student leadership development.

Emerging Leadership of First-Generation Students

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model

Location: Broadlind 1

Presenter(s):   Kristin Dees, director, center for student involvement, University of California at Davis

Considering the needs and lived experiences of first-generation students is critical while developing and supporting comprehensive programs that enhance leadership development. The presenter will discuss findings and implications of a research study which explored the experiences of first-generation peer mentors and best practices for engaging and recruiting first-generation students based on the Social Change Model.

MONDAY, DECEMBER 12, 2016

Experiential Leadership Education Online: Yes it's Possible!

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Technology, Research, and Assessment in Leadership Programs

Location: Wilmore

Presenter(s):   Brandie VanOrder, senior coordinator, leadership and career education, University of Arizona

Experiential learning. Online education. Minimal funding increases. Given the current reality of higher education, it is time to explore the best practice of curricular and co-curricular experiential leadership education in online and hybrid contexts. The University of Arizona has launched its Blue Chip Leadership program for a fully online campus, and in this session you will hear some our lessons learned, discuss and discover online tools you can use, and engage in micro-scenarios with colleagues to explore this new practice.

LEAPing into Assessment: Developing an Assessment Model to Capture Student Leadership Development

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model,Leadership Curriculum and Programs, Technology, Research, and Assessment in Leadership Programs

Location: Ebel

Presenter(s):   Katie O'Malley, coordinator, leadership development, The University of Texas at Austin

                   Annie Biggs, graduate assistant, the leadership and ethics institute, The University of Texas at Austin

Every semester, The Leadership and Ethics Institute at The University of Texas at Austin offers an eight-week, mentor-based leadership development program called Leadership Education and Progress (LEAP) for first-year and transfer students. "LEAPing into Assessment: Developing an Assessment Model to Capture Student Leadership Development"; is a lecture-based program designed to share a framework for assessing leadership development in a cohort-model program. Our evolving practices include evaluation of student learning, retention, and satisfaction using qualitative, quantitative, formative, and summative methods.

INSTITUTE
SCHEDULE

MONDAY, DECEMBER 12, 2016

The ABC's of Developing a Leadership Program

Level: Foundational || Theme(s): Leadership Curriculum and Programs

Location: Broadlind 2

Presenter(s): Melissa Aponte, assistant director, student activities and leadership, Borough of Manhattan Community College

Harry Mars, director, student activities, Borough of Manhattan Community College

As much as student affairs departments seek to provide adequate training and support for student leaders, many times they are hindered by lack of staffing and limited resources. In this session, the presenters will discuss the challenges and victories faced as they attempted to grow a leadership program at a large, public community college in an urban setting. A history of the program's development will be covered along with suggestions for those struggling to implement such programming at other institutions. We will discuss recruitment techniques, budgeting concerns, and how to create campus-wide buy-in as part of the process in developing a leadership program.

The Inter-Association Leadership Education Collaborative

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Pike 3

Presenter(s): Craig Slack, assistant director, Adele H. Stamp student union, University of Maryland College Park

Kerry Priest, assistant professor, Kansas State University

Morgan Bauman, graduate student, Michigan State University

William Smedick, senior lecturer and director, Johns Hopkins University

Dan Jenkins, director and assistant professor of leadership and organizational studies, University of Southern Maine

Jimmy Brown, associate director, student leadership development, University of Chicago

The Inter-Association Leadership Education Collaborative (ILEC) brings together membership-based associations in higher education dedicated to the work of leadership education for shared initiatives, research, and resource development. ILEC represents a sustained effort to identify a global leadership education agenda for higher education. As a collaborative with members from variety of leadership associations, the ILEC has the potential to reach more constituents than respective individual associations. Member associations of the Collaborative steer the fields of leadership studies, education and development toward a set of shared common approaches and best practices in leadership education. This work can aid educators in developing effective curriculum, leadership programs and assessment methods to meet the needs of a future generation of young adults.

MONDAY, DECEMBER 12, 2016

Understanding Women's Experiences with Women-Only Leadership Development Programs: A Transformative Mixed Methods Approach

Level: Intermediate || Theme(s): Technology, Research, and Assessment in Leadership Programs

Location: Nieto

Presenter(s):   Danielle Geary, assistant professor, Carthage College

Do women-only leadership development programs (WLDPs) assist women in their advancement into administrative positions in higher education? How does attending a WLDP change women's understanding of leadership, of self, and their career trajectory? This session will review the findings of a sequential, transformative mixed methods study that examines these questions. Using the findings of the study, the presenter will engage with session participants in answering, "what can be done to assist women in securing positions in higher education administration/leadership.

|| FEATURED SESSION || Sponsored by the National Society of Leadership and Success
SUPERBOSSES: How Exceptional Leaders Master the Flow of Talent

Level: Intermediate || Theme(s): Organization and Human Resources

Location: Bixby Ballroom

Presenter(s):   Sydney Finkelstein, Steven Roth professor of management and director, center for leadership, Dartmouth

Larry Ellison. Lorne Michaels. Ralph Lauren. Robert Noyce. George Lucas. Miles Davis. And a dozen others. Business leaders and creative icons with tremendous track records who all have something else in common: they helped develop the best talent in their industries, who in turn helped them become the legendary successes they are today. Based on ten years of research and hundreds of interviews, Superbosses describes what these exceptional leaders did, and how they did it. In his keynote, Sydney will describe the "superboss playbook", the key management practices that separate the best bosses from the merely good ones, and the pathway to becoming a better leader yourself. LinkedIn Chairman Reid Hoffman calls it "a leadership guide for the Networked Age," while Jeff Immelt, Chairman and CEO of GE, says "Superbosses gives leaders a playbook to bring out the best in their people."

Sydney Finkelstein

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12:00 p.m. - 1:30 p.m.   Lunch on your own

INSTITUTE
SCHEDULE

MONDAY, DECEMBER 12, 2016

1:30 p.m. - 3:00 p.m.   **Afternoon Keynote: An Interview with Alexander Astin**

Theme(s): Celebrating the 20th Anniversary of the Social Change Model, Leadership in Context

Location: Bixby Ballroom

Presenter(s):   Dr. Susan Komives, professor emerita, University of Maryland

Dr. Alexander Astin, Allan M. Cartter professor emeritus and higher education research institute founding director, University of Califnoria, Los Angeles

The Social Change Model was released in 1996 and widely adopted by leadership educators. Ensemble member Susan Komives interviews Alexander Astin, co-PI of the Eisenhower Grant, about the origins of the model, its use over time, and his body of research that informs leadership.

3:15 p.m. - 4:30 p.m.   **Roundtable Sessions**

Assessing Student Learning through the Social Change Model of Leadership

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Technology, Research, and Assessment in Leadership Programs

Location: Pike 1

Presenter(s):   Eric Buschlen, associate professor, Central Michigan University

Jon Reusch, academic advisor and adjunct faculty, Oakland University

Service to others plays a key role in the development of one's world view. To assess this sort of student learning, this roundtable session will explain how to examine student narratives in three phases: before, during, and 45 days after a service act (i.e. Alternative Breaks). In past pilot studies, students kept a prompt-based journal inspired by the tenets of the Social Change Model of Leadership (HERI, 1996). This qualitative approach will be discussed as a means to add the student voice and compliment the more commonly reported quantitative measures found in annual assessment reports.

Developing Student Leaders to be a Catalyst for Growth

Level: Foundational || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership in Context

Location: Pike 2

Presenter(s):   Lizzie Dement, assistant director, leadership development, Stetson University

As leadership development continues to grow in higher education, the need for facilitators of leadership development also expands. With this growing need, many institutions are utilizing peer-led leadership development programs to facilitate leadership development for all. Throughout this roundtable session, we will explore the balance of preparing students to facilitate leadership development while also supporting their personal leadership journey. Additionally, we will explore training techniques to support our peer leaders to be catalysts for growth.

MONDAY, DECEMBER 12, 2016

Peer Leadership: A Catalyst for Identity Formation

Level: Intermediate || Theme(s): Leadership in Context

Location: Pike 3

Presenter(s):   Jessie McNevin, program coordinator, University of South Carolina

The use of peer leaders has become an increasingly popular practice in higher education. While there are multitudes of resources showing how students benefit from working with a peer leader, little information exists that details how the peer leader benefits from the experience. Using the National Survey of Peer Leaders, this roundtable session will explore the outcomes of serving as a peer leader in terms of identity formation and discuss ways to improve our intentional practice as leadership educators.

"Hell No, Won't Go" - Student Activism as a Vehicle for Leadership Development

Level: Foundational || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership in Context

Location: Dawson

Presenter(s):   Dominique McShan, program coordinator, multicultural programming and organizations, University of Louisville

Colvin Georges, assistant director, student involvement and leadership development, New York Institute of Technology

Tim Bryson, graduate assistant, student development and leadership, The Ohio State University

While student activism is certainly not a new phenomenon, the recent increase in participation presents pressing challenges for student affairs professionals. As more students continue to protest and organize on campuses across the U.S., student affairs professionals must consider the potential for student leadership development, as well as increased political and civic engagement that activism may foster. This roundtable session explores the history of student activism, and examines activism using the Social Change Model and Leadership Identity Development (LID) Theory.

The Ripple Effect: Strategies for Engaging Diverse Students in Leadership

Level: Foundational || Theme(s): Leadership Curriculum and Programs

Location: Broadlind 1

Presenter(s):   Kristin Economos, coordinator, student engagement, University of Minnesota - Twin Cities

Aryn Lipnicki, student engagement associate, University of Minnesota - Twin Cities

Research indicates that student engagement has significant impacts on academic performance, persistence, and retention. With this in mind, it's crucial that we create and communicate equitable opportunities for traditionally underserved students to gain leadership skills and foster a sense of belonging on campus. Grounded in leadership theory, best practices, and new trends regarding student engagement, this roundtable session will explore the importance of engaging students of all identities as leaders, and will provide applicable strategies for educators to do so.

INSTITUTE SCHEDULE

MONDAY, DECEMBER 12, 2016

Developing an Emerging Leaders Program to Revitalize a Stagnant Community

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Broadlind 2

Presenter(s):   Jenn Smist, program director, University of Illinois at Urbana-Champaign

As student needs and departmental priorities change, addressing the effectiveness of existing programs can be difficult when traditions no longer effectively meet their intended outcomes. This roundtable session will engage participants through discussion while presenting program development and assessment strategies that can be used to revitalize and sustain leadership programs. An emerging leaders program grounded in strengths-based education will illustrate the process of developing a new program for a well-established residential living-learning community and methods for assessing student learning.

Development of a Leadership Certificate Program: Conceptualization to Implementation and Evaluation

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model,Leadership Curriculum and Programs,Leadership in Context

Location: Wilmore

Presenter(s):   Jerri Arnold-Cook, director, leadership and cultural programs, Missouri University of Science and Technology

Experiencing a lack of attendance and diversity at leadership programs? Striving to develop career ready graduates? Learn the process the presenter utilized to address these challenges and create an interdisciplinary, non-credit leadership certificate program utilizing peer educators. Through this roundtable session, examine how mission, CAS Standards, accreditation standards, leadership models, and employer surveys shaped program content. Discuss peer educator and participant recruitment, incentives, and outcomes. Explore the possibility of using this process to develop a program to meet your campus needs.

4:45 p.m. - 6:00 p.m.   Concurrent Sessions

Adding Competency-Based Substance to Spirit: How NYU Reimagined its Student Leadership Conference

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs

Location: Pike 1

Presenter(s):   Nicholas Evans, assistant director, student leadership, New York University

Melissa Giovinnazzo, residence hall director, New York University

Lauren SIlverstein, chair, leadership and events, New York University

NYU reimagined its student leadership conference to be a competency based conference rooted in the Social Change Model. During this session, presenters will discuss the process of making this change, assessment methods used and data collected, the process of identifying appropriate competencies, and how to navigate student and professional staff resistance to change. Participants will engage in effective practice dialogue and will leave with tools to create a competency based leadership conference on their campus.

MONDAY, DECEMBER 12, 2016

Building Leadership Competencies through Gamification and Incentive Based Programming

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Broadlind 1

Presenter(s):   Melanie Bullock, associate director, leadership and student engagement, Wake Forest University

Game designer, Jane McGonigal, stated "as a planet we spend 3 billion hours a week playing virtual games" in her TED Talk, gaming can make a better world. College administrators paired this popular art with learning outcomes and intentional experiences, creating programs using gamification to engage students. This workshop explores best practices from universities that use gamification to provide motivation and create learning experiences. It provides resources on using technology to create a fun and innovative co-curricular program for students.

Collegetown LeaderShape: Inspiring College Students to Make a Better Baltimore

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Broadlind 2

Presenter(s):   Kirsten Brinlee, assistant director, Baltimore Collegetown Network

Kristen McGuire, executive director, Baltimore Collegetown Network

Collegetown LeaderShape brings 60 students from 11 campuses together to work towards building a better community. Starting with a week of leadership development using the LeaderShape® Institute and continuing with programming and support throughout a full academic year, students develop visions for Baltimore and receive follow-up support to implement their ideas and create positive change. This program offers a model for how to integrate leadership and civic engagement activities to focus student leaders from multiple campuses on community issues.

Developing Student Leaders: Successes of the UCLA GRIT Peer Coaching Program

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs

Location: Wilmore

Presenter(s):   Nikita Gupta, assistant director, bruin resource center and GRIT peer coaching program director, University of Califnoria Los Angeles

Addressing college student mental health and resilience is a large and growing focus on university campuses. As a response, UCLA's GRIT Peer Coaching program provides students with strategies to enhance well-being, resilience, and success. Through one-on-one support, trained peer coaches provide an empathetic listening space, strategies to meet identified goals, and referrals to campus resources. This session will highlight GRIT program structure, successes, and engage audience in an interactive discussion on best practices for ongoing student leader supervision and skills development.

INSTITUTE SCHEDULE

MONDAY, DECEMBER 12, 2016

Elevating Student Employment into a High-Impact Practice

Level: Intermediate || Theme(s): Leadership in Context

Location: Pike 2

Presenter(s):   Kate Bard, assistant director, student success and leadership programs, University of Nebraska at Omaha

Kristina Cammarano, senior director, student success, University of Nebraska at Omaha

Gallup has identified the importance and value of providing students with a purposeful and engaging employment experience. Students are interested in developing themselves as leaders and professionals (Saulnier, 2016). Team Maverick, a student employment program at the University of Nebraska at Omaha, demonstrates how the student employment experience can incorporate leadership development and Gallup's StrengthsFinder elements to prepare students for success post-graduation. This program will highlight strategies to adapt this program for your campus.

Following in Our Footsteps: Cultivating Student Affairs Leaders of Tomorrow

Level: Intermediate || Theme(s): Leadership in Context

Location: Ebel

Presenter(s):   Aja C. Holmes, senior associate director, residential life, California State University Sacramento

Christina Armstrong-Smith, leadership programs coordinator, California State University Sacramento

Davin E. Brown, director, student engagement and outreach, California State University Sacramento

Introducing students to a career in student affairs happens through campus involvement combined with meaningful staff interactions. This presentation will highlight a program at Sacramento State that assist students interested in pursuing a student affairs career. Through mentorship, leadership development, hands on experiences, and core seminars, students leave with a strong foundation and tools to help them with their next steps.

Leadership and Strategic Career Development: A Sophomore Leadership Course

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Dawson

Presenter(s):   Pamela Curtis, director, student leadership and service, University of Louisville

Kathy Meyer, coordinator, student leadership and service, University of Louisville

Research says that sophomores struggle with making meaning, purpose and identity. Help us engage this challenge as we discuss a sophomore leadership course created at the University of Louisville. The course prepares students for an internship through exploration of community, self-reflection, and development of a growth plan. Learn about the development of this course and have an opportunity to consider how your programs are addressing the needs of sophomore students.

MONDAY, DECEMBER 12, 2016

The Sierra Program: Living and Learning through a Living-Learning Community in a Diverse Society

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location:	Nieto
Presenter(s):	Roger Becker, instructor and residence life coordinator, University of California Irvine
	Megan Fox, associate director. residence life, University of California Irvine
	David Lutman, residence life coordinator, University of California Irvine

Participate in an interactive workshop to explore University of California Irvine's 40 year old living-learning community, Sierra. The Sierra program offers first-year students an in-hall year-long class with an engaging pedagogy, responsive curriculum and intentional staffing model that focuses on character and moral development through community building, skill development and values clarification. Learn how we have managed and sustained a LLC for 40 years. Leave the workshop with examples for learning outcomes, activities, and best practices to bring back to your own campus.

We Live in a Material World: Leadership Education in Fashion Business

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs

Location:	Tichenor
Presenter(s):	Christina Ferrari, counselor, leadership programs, SUNY Fashion Institute of Technology

Explore how one leadership education program is making ground on their institution with innovative approaches to leadership development at an art and design school. This session will highlight the framework design, programmatic initiatives, and assessment results in its inaugural year. This engaging session will allow participants to not only learn one institution's approach to leadership, but will also explore how the fashion and business industries connect to the Social Change Model for Leadership Development.

Who Teaches Leadership? Using Research to Shape Leadership Educator Professional Development

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location:	Tichenor
Presenter(s):	Dan Jenkins, director and assistant professor of leadership and organizational studies, University of Southern Maine
	Julie Owen, associate professor, leadership studies, George Mason University
	Kerry Priest, assistant professor, Kansas State University

This session will share results from several quantitative and qualitative research studies that examined who becomes leadership educators, how individuals become leadership educators, and what it is like to be a leadership educator in higher education contexts. Through interactive dialogue, presenters will engage participants around implications for our teaching, scholarship, and professional development.

INSTITUTE SCHEDULE

TUESDAY, DECEMBER 13, 2016

7:30 a.m. - 11:00 a.m.   **Registration**

Location: Bixby Ballroom Foyer

7:30 a.m. - 8:30 a.m.   **Continental Breakfast**

Location: Bixby Ballroom

8:30 a.m. - 9:30 a.m.   **Closing Keynote: Building Our Capacity for Greater Inclusion: A Leadership Imperative**

Location: Bixby Ballroom

Presenter(s):   Rev. Dr. Jamie Washington, president and founder, Washington Consulting Group (WCG)

Leadership Development is an essential part of the college experience. The curriculum for this work must include opportunities for participants to build their capacity to lead within and across difference. The Social Change Model offers us key components for leadership in the 21st century. This address will invite participants to engage the model through a diversity and inclusion lens.

9:45 a.m. - 11:00 a.m.   **Concurrent Sessions**

Bridges to Our Common Ground: A Collaborative Model for Student Leadership Training

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Wilmore

Presenter(s):   Anne Aichele, assistant director, leadership development, Marymount University

Tina Hopp, assistant director, residence education, Marymount University

Sarah Martin, area coordinator, Marymount University

How do we do more with less? This question, faced by many higher education professionals, prompted the development of a new student leader-training program at Marymount University. Faced with the dilemma of budget cuts, personnel shortages, and over-committed student leaders, staff from Residence Life/Education and New Student Transitions/Orientation created an intentional program to educate student leaders, encourage collaboration among university units, and share valuable campus resources. Presenters will share program materials, as well as successes and challenges of the program.

Cohort-based Leadership Programs for College Women

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs

Location: Nieto

Presenter(s):   Brittney Plascencia, assistant director, women's leadership and student involvement, Mount Saint Mary's University, Los Angeles

Rosalyn Kempf, director, women's leadership and student involvement, Mount Saint Mary's University, Los Angeles

TUESDAY, DECEMBER 13, 2016

Since 1975, the Leadership Scholar Program at Mount Saint Mary's University, Los Angeles has provided a four-year, cohort-based leadership development program to students. In 2014, a new leadership program was created to specifically serve students at our two-year campus. Both programs focus on women's leadership and are designed to meet the unique needs of our students. This session will present the successes and challenges of our programs by sharing program structures, curriculum and reflections from students and professional staff.

Convening Catalysts: Can Digital Badges Capture Leadership Orientation?

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Technology, Research, and Assessment in Leadership Programs

Location: Ebel

Presenter(s):   Erika Cohen Derr, assistant dean, student engagement, Georgetown University

Georgetown University piloted a project to experiment with digital badging as a medium to collect evidence of leadership and dispositional orientation to agency, integrating the values of self-knowledge, collaboration and commitment. This session will review the purpose and structure of the pilot project, present the ways in which digital badging can enhance leadership education, and consider important themes for students and project team members as digital badging represents one way that technology may enhance learning and leadership.

Leadership Under Fire: Career Readiness Leadership Development and the FDNY

Level: Foundational || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Dawson

Presenter(s):   Douglas McAcy, student organizations manager, Pennsylvania State University

What do fire, career readiness, and the Fire Department of New York (FDNY) have in common? College students are pulled in many different directions and are offered many opportunities to enhance their social skills, leadership development, and career readiness. What makes your program stand out from the fray? Learn how the Smeal College of Business at Penn State University partnered with the FDNY to provide an immersive and challenging experience for students participating in an inaugural leadership workshop series.

Learn, Lead, Serve: An Integrative, Multi-Stage Approach to Leadership Learning

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model,Leadership Curriculum and Programs

Location: Pike 1

Presenter(s):   Dennis McCunney, director, center for leadership and civic engagement, East Carolina University

Tara Kermiet, associate director, curricular programs, East Carolina University

This session will engage participants in a discussion about a multi-stage, partnership-based leadership education program linking co-curricular leadership learning, academic coursework, and civic engagement. Rooted in a specific campus context, this presentation will provide an overview of a newly evolving initiative that frames leadership learning within the context of social change. Presenters will discuss the relevance of institutional context and culture, the role of partnership theory, the significance of stakeholder development, and the value of leveraged campus resources.

INSTITUTE
SCHEDULE

TUESDAY, DECEMBER 13, 2016

Starting from Scratch: The Intentional Design of a Leadership Ecosystem

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Pike 3

Presenter(s):   Robyn Ginese, director, leadership and experiential learning, Rutgers University

Leadership is a kaleidoscope of approaches, theories, concepts, and applications where one-size never fits all. Teaching and developing leaders on your campus is an effort that encompasses not only the explanation of leadership but the practical application of it. Join us to learn how the Rutgers Department of Leadership & Experiential Learning intentionally integrated immersive opportunities into their progressive tiered curriculum to build a self-sustaining ecosystem of leadership experiences and identity exploration for a 40,000+ student population.

The Rise of Student Activism: The Positive Intersection Between Campus Activism and Leadership Education

Level: Foundational || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model,Leadership in Context

Location: Pike 2

Presenter(s):   Joshua Fredenburg, doctoral candidate, Nova Southeastern University

                   Marisa Herrera, executive director, community building and inclusion office of minority affairs and diversity, University of Washington

This workshop session seeks to provide a positive intersection between campus activism and leadership development by focusing on helping leadership educators learn how to use these moments of campus activism as effective tools within the context of the social change leadership development model.

11:15 a.m. - 12:30 p.m.   Concurrent Sessions

Connected Learning for Student Leadership Development

Level: Intermediate || Theme(s): Leadership in Context

Location: Ebel

Presenter(s):   Eliot Howard, associate director, student leadership development, The University of Texas at San Antonio

                   Vincent Perez, program coordinator, The University of Texas at San Antonio

                   Latrice Owens, program services specialist, student services, Eastfield College

Social Justice for San Antonio (SJ4SA) applied concepts of "connected learning" - defined by Mizuko Ito l as socially embedded, interest-driven and integrating peer education - to the design of a leadership education and development collaboration involving students, faculty, staff, and local agency partners. Students gained deeper understanding of, and appreciation for, civic leadership and social justice. Retrospective pre/post self-assessment using the AAC&U Civic Engagement VALUE Rubric showed significant impacts, particularly with regard to "civic identity and commitment."

TUESDAY, DECEMBER 13, 2016

Fun, Fantastic, and Engaging Learning Methods

Level: Intermediate || Theme(s): Leadership Curriculum and Programs

Location: Wilmore

Presenter(s):   Erin Fischer, chief executive officer and owner, The Leadership and Training Studio

If you need to write a program last minute or don't have a lot of time in your schedule to write curriculum, you are not alone. However, you can learn to write any program, whether it is fun or serious in less than 30 minutes. Then, get 50 ideas for how to add interesting games, activities and job aids to your programs. Erin has written over 120 programs in the past seven years, and can teach you all the tricks, tips and techniques.

Integrity, Stewardship, Community: Student Leadership in Fee-Funded Organizations

Level: Intermediate || Theme(s): Leadership Curriculum and Programs, Leadership in Context

Location: Nieto

Presenter(s):   Jessica Glynn, graduate assistant, triad leadership program, University of Connecticut

Krista O'Brien, coordinator, leadership programs, University of Connecticut

The Triad Leadership Program at the University of Connecticut brings together officers of the student government, programming board, and media organizations for a year-long, cohort-based leadership development program. Grounded in the principles of integrity, stewardship, and community, Triad consists of collaborative, experiential, competency-based initiatives that prepare officers to lead with integrity, act as responsible stewards of student fees, and make thoughtful decisions that positively impact the University community. This session explores the goals, framework, and impact of this innovative program.

Leaders of Change: Creating Change Agents through a Multi-Year Development Program

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs, Leadership in Context

Location: Dawson

Presenter(s):   Ebony Rose, director, Texas Christian University student organizations, Texas Christian University

Dede Williams, director, Texas Christian University leadership center, Texas Christian University

The Chancellor's Leadership Program, a three-year, cohort-based, leadership development program at Texas Christian University, utilizes the Social Change Model of Leadership Development to enhance student learning across multiple curricular and experiential development opportunities. This session will highlight the ways in which this highly successful program continues to be innovative and attract students committed to active engagement and purposeful social change.

INSTITUTE
SCHEDULE

TUESDAY, DECEMBER 13, 2016

Mentoring Men Matters: Developing Strategies and Keys for Success

Level: Foundational || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model

Location:	Pike 1
Presenter(s):	Maria Vidal, coordinator, John Jay College of Criminal Justice
	Andrew Bennett, assistant director, mentoring and student success , Stella and Charles Guttman Community College

Mentoring programs are one of the best ways to engage, retain, and graduate men of color. This session will focus specifically on practices from two of City University of New York's Black Male Initiative funded projects, John Jay College of Criminal Justice and the Stella and Charles Guttman Community College. Program coordinators will discuss strategies for success in existing programs, suggestions for beginning your own program, and engage in discussions on how to cultivate academic excellence for men of color.

Two Integrative Approaches to Creating Social Change in Our Communities

Level: Intermediate || Theme(s): Leadership Development Theory and Models & Celebrating the 20th Anniversary of the Social Change Model, Leadership Curriculum and Programs, Leadership in Context

Location:	Pike 3
Presenter(s):	William Smedick, senior lecturer and director, Johns Hopkins University
	Susan Luchey, associate director, student centers for leadership development, University of Delaware

Creating positive change in communities is a common outcome for leadership programs. This session will describe how two large universities have leveraged the intersection between academic and student affairs approaches to teaching leadership using the Social Change Model and other theories as a framework to develop social entrepreneurs. Johns Hopkins University and the University of Delaware intentionally sequence and incorporate a number of theories in leading students through an experiential understanding of their role in building community leadership capacity.

12:45 p.m. - 1:15 p.m.   Institute Closing

Location:	Bixby Ballroom

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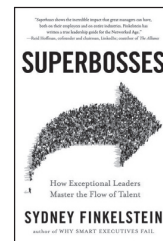**Al Roker**
NBC 'Today Show' Host

Marcia Clark
Attorney, Author & Television Correspondent

John C. Maxwell
Author and Leadership Expert

Join us for the Featured Session with Dr. Syd on Monday, December 12th at 10:30am, check program for location.

Networking lunch to follow.

SUPERBOSSES

How Exceptional Leaders Master the Flow of Talent

SYDNEY FINKELSTEIN
author of WHY SMART EXECUTIVES FAIL

"A leadership guide for the networked age."
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Chairman/CEO of GE

Dr. Sydney Finkelstein is the Steven Roth Professor of Management and faculty director of the Tuck Executive Program at the Tuck School of Business at Dartmouth. In his Session, Sydney will describe the "superboss playbook", the key management practices that separate the best bosses from the merely good ones, and the pathway to becoming a better leader yourself.

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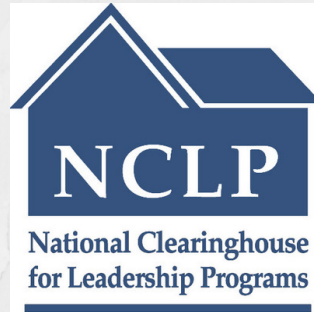
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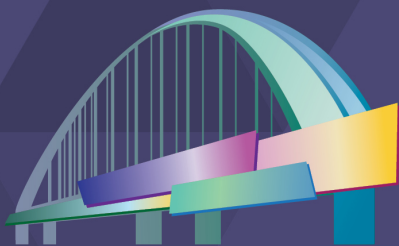
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Our principle of INQUIRY is the foundation for the opening session with our Conference Leadership Committee and a conversation with the award-winning journalist ANDERSON COOPER. Cooper's years of experience bringing stories that change our world and seeking answers to issues that matter to higher education will expand our thinking as we welcome attendees to San Antonio! It is through a strategic partnership with The National Society for Leadership and Service that we are able to welcome Anderson Cooper to the NASPA Annual Conference.

Featured Speaker
Bree Newsome

Student affairs has always been connected to INCLUSION as a guiding principle and NASPA highlights this as a focus with Bree Newsome. Refusing to accept the predominance of the Confederate flag, representing white supremacy as supreme, untouchable, and invincible, she scaled a 30-foot flagpole in front of the South Carolina Statehouse and removed the "stars and bars" declaring, "This flag comes down today!"

Featured Speaker
Chris Mosier

As an athlete, coach, and educator, Chris Mosier became the first openly trans man to make a Men's U.S. National Team. He was instrumental in encouraging the International Olympic Committee policy on transgender athletes changed. Chris became the first trans athlete to compete in a world champion race under the new rules, where he was the second fasted man in his race. Chris embodies INTEGRITY as he has always encouraged individuals to be their true and authentic selves.

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