

Executive Summary for Leadership Development

Strengths:

- Leadership of the program
- Effective communication channels within program
- Staff selection procedures
- Structure and oversight provided by being in a university environment
- Ensuring of equal opportunity/affirmative action
- Ethical nature of actions and decisions affecting program

Areas for improvement/change

- Reflected below in Recommendations

Recommendations

Bring program into compliance:

- 1) Establish clear overall mission statement and program-specific goals.
- 2) Reward exemplary behavior, not participation/position.
- 3) Systematically provide application/practice opportunities.
- 4) Link programs together-provide a comprehensive program.
- 5) Provide thorough, systematic training for staff facilitators.
- 6) Use intentionality in topic selection for seminars, conferences, etc.-address different developmental levels.
- 7) Tie programs to leadership theory and leadership models.
- 8) Connect academic and student affairs in programming.
- 9) Focus on continuous quality improvement and don't get complacent.

- 10) Intentionally support diversity through leadership programming.
- 11) Secure an identifiable location for resource center, student conference facilities.
- 12) Change perception that programs are not available to all students.

Enhance program beyond compliance:

- 1) Need overarching institutional commitment to coordinated leadership development.
- 2) Provide a variety of delivery methods.
- 3) Seek staff with leadership-specific education/training.
- 4) Provide one contact point for "users"-dedicated clerical/receptionist support.
- 5) Prioritize programs to aid in allocating financial and human resources.