Focus Area: Diversity Education and Leadership Development

Leader(s): Dr. Robert Clay

Implementation Year: 2019-2020

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

Objective 1:	Redesign leadership development opportunities for students through theoretical framework
Action Items	• Develop strategies for implementation • Contextualize intersections between leadership and tenets of diversity
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	• Number of participants in leadership programs • Number of programs offered
Responsible Person and/or Unit (Data collection, analysis reporting)	• Student Life • Dean of Students • New Student Programs
Milestones (Identify Timelines)	• Assess theories applicable for each leadership program • Review leadership programs goals and objectives • Establish evenflow of leadership programs offered
Desired Outcomes and Achievements (Identify results expected)	• Students will understand the history of leadership and current leadership theories. • Students will understand how leadership models are put into practice personally, locally, and globally. • Students will gain knowledge of diverse cultures, cross-cultural communication, the dynamics of privilege and oppression, and the uses of power between groups. • Students will understand how ethics, morals, and values relate to their leadership dilemmas. • Students will be able to integrate their lived experiences into their leadership development process
Achieved Outcomes and Results	There has been minimal participation in programs such as Emerging Leaders and Student Leadership Institute, however steady enrollment in Service and Leadership Seminar and CEO Leadership Certificate Program. The Men's Leadership Conference participation increased, however SHERO was cancelled due to COVID-19.
Analysis of Results (Where outcomes	Currently reviewing leadership programs to provide more cohesiveness of offerings as well as to prevent overlap. With the recent social unrest and student apathy, infusing best practices and current trends in efforts will be

met? Exceeded? Progress towards goal.	necessary as this is coupled with the impact of COVID-19 in delivering these programs through various mediums. This will also gauge which framework to use for future efforts.