Titans Leading with Integrity: Creating High Impact Engagement

Project Title
Titans Leading with Integrity: Creating High Impact Engagement

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Abstract
We envision a multiyear plan that will train targeted students by sending them to two well-respected training programs (one national and one local); and then empower the students to develop grassroots leadership initiatives of their own at IUSB (with our guidance). Two programs we have identified are Leadershape and Indiana Campus Compact. The aim would be to ensure the students chosen for this opportunity feel empowered to develop additional campus leadership programs to address our first year retention needs, and the unique needs of our underserved populations. We also discussed how these purposeful programs can prepare students for exiting the university and confidently enter the work force.

Year One Review

Overview
When the grant was approved in the Spring of 2016, the deadlines for the conference registrations had passed. This has moved our timeline to the beginning of the spring semester of 2017. Currently we are on track to send two students to our Indiana Campus Compact Conference at the end of February and two students to the National Leadershape Conference in Champagne, IL in the summer of 2017. Our team has also identified a Leadership Assessment tool to administer to targeted student leaders to begin collecting on campus data to help guide our practice.

Goals and Assessment.
1. (In-Progress) We are currently collecting data of students who are involved in Leadership positions. We are looking to:
   o Compare students in co-curricular involvement with composite student data in regards to persistence, GPA, and course load.
   o Determine if our co-curricular involvement follows national research trends that lead to greater retention and success on campus.
   o Currently we have over 1,100 students registered as participating in a student organization on campus.
2. (In-Progress) We have selected the Leadership Practice Inventory (LPI) to use in helping students recognize their own strengths and weakness as well as to examine patterns or
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Trends of where our students stand in common leadership practices. Both IU-Bloomington and IUPUI use the LPI in their leadership programs to help students assess strengths and weaknesses. The Leadershape Institute also utilizes the LPI.

- We have identified several active student groups that are as leaders on campus to administer the LPI including Student Government Association, Titan Productions, Housing Resident Assistants, and Residence Hall Association.
  - We will be administering 45 assessments to student leaders with our first session scheduled for February 28, 2017.
  - We plan to administer the LPI to a small sample of students who self-identify as not being involved in a co-curricular activity (between 20 and 30).

- Goal: Determine strengths and weakness of our students in leadership positions when it comes to creating agency on their part.
- Goal: Determine what needs are students will need to develop their own grass roots leadership programs.

3. (In-Progress) We have created an application for students to apply to attend two different conferences: the Indiana Campus Compact and the Leadershape Institute.
  - Have solicited nominations from faculty and staff to recommend student leaders to attend conferences.
    - We received six nominations for the Indiana Campus Compact.
  - Have reserved space for two students to attend the National Leadershape Conference in Champagne Illinois taking place the summer of 2017.

4. (In-Progress) We have purchased and our developing reflection tools and action plans to create a culture of leadership.
  - Goal: Determine if students feel empowered to create leadership program. Have students enact on their experiences and begin the process of developing a student led leadership program.

5. (Awaiting completion of goals 1 through 4) Have students who attend conference create in collaboration with administration a Leadership Program Plan
  - Year 1, 2, & 3
    - Year 1—Rough draft of program that involves leadership skill development, service, and reflection.
    - Year 2—Finalized Plan of Leadership Program that focuses on leadership skill development, service and reflection that outlines date, activities, target audience, speakers, budget and location.
    - Year 3 collect pre/post-test leadership skills inventory of attendees of Leadership program.
    - Year 4 collect data of persistent rates, GPA, and course load of attendees. Administer voluntary post-test leadership skills inventory. Track what co-curricular activities they are involved.
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- Goal: Determine if participants in student led leadership program report having gained skills or knowledge to assist in creating self-agency.

Summary
As mentioned in the overview, the timing of the grant approval and the alignment of the conferences has pushed back our timeline. We are currently on track to meet our goals. We are collecting data on student involvement, have identified an assessment tool and scheduled focus groups to administer, and have reserved spaces at the two conferences we wish to send students.

Year 2 Grant Request

Year 2: $4,778.55 (Same estimate)
Marketing and recruitment materials $168
(11.22 an hour project specialist at 15 hours) = online only
Conference Costs: $4,376.16
  Leadershape, 2 participants: $3371.20
    Registration (inclusive of lodging, meals, and materials): $1475 X 2 = 2950
    Travel: $210.6 (195 miles each way at .54 rate) X 2 = 421.20
  Indiana Campus Compact, 2 participants: $1004.96
    Registration $125 X 2 = $250
    Lodging $128 X 2 = $256 (no tax)
    Per Diem 108 (54 X 2) X 2 = 216
    Travel $141.48 (131 miles X 2) X 2 = 282.96
On campus reflection retreat $234.39
  Lunch: $9.49 per attendee at 11 = $104.39
  Supplies $75
  Printed Materials $55

Fiscal Sustainability

Use data collected from program to create a funding request from Student Government Association to develop a leadership program that is funded from Student Activity Fee money. Having it be a student led program, there would be justification to use Student Activity money. In addition, if we can show effectiveness, the Office of Student Life, Student Services, and other departments will be most likely to assist in funding an annual leadership conference/program that occurs on campus. Office of Student Life would be willing to look at funding at least one student to attend a National Conference if data shows effectiveness.