ANNUAL REPORT 2016-2017
ILLINOIS LEADERSHIP® CENTER
The Illinois Leadership Center (ILC) continues to make great progress on our vision as an internationally acclaimed provider of leadership education, research, and experiential opportunities for students. Throughout our annual report you will see updates and highlights of our successes. In addition, we are happy to report a renewed interest in our programs. The demand for i-Programs was so great, we added another i-Program in the spring, and increased the number of students able to attend each i-Program. We also added three new topics to our workshop series, and have started a leadership consulting service for student organizations.

This year we implemented a new student employment model. The model consists of seven work teams, each led by students. Without the hard work and dedication of our professional staff, graduate students, Graf Interns, and Leadership Paraprofessionals, we would not be able add new programs and services to our high quality offerings.

As we celebrate the sesquicentennial of this special university, we are honored to be part of the greatest land grant university in America. This fall the ILC will also celebrate our 15th anniversary, and we are proud to offer transformative leadership experiences for Illinois students. If you are ever on campus, please stop by and see us. We are always thrilled to welcome back alumni and friends of the ILC!

**Leadership Workshops**
One-hour workshops designed for student organizations and classes on topics such as personal strengths, communication, motivation, strategic planning, conflict management, and teamwork.

**Minor in Leadership Studies**
A 17-18 credit interdisciplinary academic minor open to all Illinois students. It aims to enhance understanding of leadership theory across diverse contexts.
HIGHLIGHTS

- The leadership certificate program implemented a cohort-model and created peer-mentor positions.
- Expanded the leadership workshop series to include sessions on motivation, strategic planning, and conflict management.
- Executed a new student employee model that provided students with a team-based experience and focused on learning outcomes.
- Inclusion and Innovation were added to the suite of i-programs.

IMPACT

- 5,809 served in the leadership workshop series, 581 in certificate workshops
- 4,146 served in informational outreach sessions/fairs
- 40% growth in demand for i-programs
- 241 new enrollees for the leadership certificate program, a 73% increase
Leaders are individuals who work with others to create positive change. Leadership can be practiced by anyone interested in making a contribution, regardless of formal authority or position.

Leadership development begins with self-knowledge—understanding one’s passions, motivations, strengths, limits, and personal values. Leaders are committed to continual self-discovery, reflection, and learning.

Learning to work with others is essential, since leadership never happens alone.

Leadership is exercised as members of teams, business, civic, and community organizations, and as global citizens. Leaders recognize and value the multitude of voices, opinions, experiences, and identities in our workplaces and communities, and as leaders, we work to promote greater inclusivity and respect.

At the University of Illinois, students learn and practice leadership in their academic coursework and out of classroom activities.
**“COMMUNITY/SOCIETY” LEVEL**
The values and actions of individuals, teams, and organizations interact with and affect the broader communities in which they are situated. Leaders are role models and influencers with several communities simultaneously, and must possess skills and attitudes consistent with success in this larger context.

**“ORGANIZATION” LEVEL**
Significant accomplishments achieved within organizations are the result of teams interacting together. Leaders must navigate systems and influence people when they do not have interpersonal relationships with all others.

**“INTERPERSONAL/TEAM” LEVEL**
Effective leadership requires working with and influencing others to achieve common goals and shared vision. Leaders need to develop skills for building personal, authentic, and productive relationships.

**“PERSONAL/SELF” LEVEL**
The practice of effective leadership begins within oneself. Leaders work to develop a set of individual skills and attitudes necessary for being productive members of society.
I-PROGRAMS

1,246 i-program participants

13 i-program s offered

84% of attendees rated i-programs as Excellent/Good

109 facilitators across 132 facilitation opportunities

98% of Intersect attendees reported enhanced relationship building and group dynamic skills.

91% of Innovation attendees learned the importance of team diversity and creativity

PETULLO INSIGHT

Discover your strengths and how they impact you as a leader.

3 PROGRAMS
259 PARTICIPANTS

“It (INSIGHT) made me become more self-aware of my strengths as a leader and how my abilities plug into it.”
- Male, Sophomore, Latino

INTERSECT

Learn skills in relationship building and team development.

3 PROGRAMS
277 PARTICIPANTS

“It (INTERSECT) is an organized, condensed program providing both concept knowledge and hands on experiences.”
- Female, Freshman, International
IMPRINT

Cultivate skills to manage change and learn how to develop and maintain personal and professional networks from alumni who are leaders in their field.

**1 PROGRAMS**
**218 PARTICIPANTS**

“We had the opportunity to network, go around to talk to really successful alumni, which was a very great experience.”
- Female, Sophomore, Asian American

INNOVATION

Focus on skills related to innovation, creativity, and diversity as it applies to problem solving.

**2 PROGRAMS**
**184 PARTICIPANTS**

“I appreciated the mini-lectures in the program. They gave me more insight on diversity and what it can do to better the entirety of the group.”
- Senior, Male, Multiracial

INTEGRITY

Investigate your personal values and intersections of morals, ethics, and integrity.

**2 PROGRAMS**
**181 PARTICIPANTS**

“I feel like I am a better leader because of today. Also, as an education major I feel like today will make me a better teacher.”
- Female, Sophomore, White

INCLUSION

Explore concepts such as equity, equality, diversity, inclusion, and bias in relation to leadership.

**2 PROGRAMS**
**177 PARTICIPANTS**

“I liked that this program got me thinking about topics such as privilege and social identity, that I otherwise would not have thought much about.”
- Male, Sophomore, African American
I-PROGRAM DEMOGRAPHICS

Race/Ethnicity & International Status

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2016-2017 I-Programs</th>
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<tbody>
<tr>
<td>African American</td>
<td>5%  (campus)</td>
</tr>
<tr>
<td>Asian American</td>
<td>5%  (campus)</td>
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<tr>
<td>Caucasian</td>
<td>36% (campus)</td>
</tr>
<tr>
<td>Latinx</td>
<td>2% (campus)</td>
</tr>
<tr>
<td>Multiracial</td>
<td>8% (campus)</td>
</tr>
<tr>
<td>International</td>
<td>31% (campus)</td>
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</tbody>
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Home Country of Participants

30% of all i-program attendees were international.

* = campus
** = i-program participants

**i-program percentage taken from registration data via Banner
### Participants by College

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<thead>
<tr>
<th>College</th>
<th>Participants</th>
<th>Gender</th>
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<tbody>
<tr>
<td>BUS</td>
<td>29% 10%</td>
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</tr>
<tr>
<td>ACES</td>
<td>6% 7%</td>
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</tr>
<tr>
<td>FAA</td>
<td>4% 5%</td>
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<tr>
<td>LAS</td>
<td>30% 31%</td>
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<tr>
<td>ENG</td>
<td>8% 24%</td>
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<tr>
<td>DGS</td>
<td>10% 5%</td>
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<tr>
<td>AHS</td>
<td>4% 5%</td>
<td></td>
</tr>
<tr>
<td>EDU</td>
<td>6% 3%</td>
<td></td>
</tr>
<tr>
<td>OTHER</td>
<td>3% 10%</td>
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</tr>
</tbody>
</table>

### Participation by Academic Year

- Graduate students 4%
- Senior 20%
- Junior 19%
- Sophomore 28%
- Freshman 29%

### Participants Gender

- 54% Campus males
- 31% Campus females
- 46% Program males
- 69% Program females

*Campus percentage taken from the Division of Management Information Spring 2017 Abstract*
The Leadership Certificate Program provides students with a customized experience that integrates leadership education, reflection, and experience over multiple semesters. Students are matched with a Leadership Coach and create a Leadership Portfolio that documents their leadership growth.

**The Jeffrey Moss Outstanding Leadership Coach Award**
This year's recipient of the Jeffrey Moss Outstanding Leadership Coach Award was Gerald Wilson. Gerald is currently Vice President of Technology Development at Autonomic Materials, Inc. in Savoy, IL.

**The Outstanding Portfolio Award** was given to two students for extraordinary creation of their Leadership Portfolios. This year’s recipients of the Outstanding Leadership Portfolio Award were Taylor Namanny and Ailing Wang.

329 Active certificate students as of June 30, 2017

57 2016-2017 certificate completers
Certificate demographics data comprises active students as of June 30, 2017.

Race/Ethnicity & International Status

- African American: 6%
- Asian/Pacific Islander: 18%
- Caucasian: 29%
- Latinx: 2%
- Multiracial: 8%
- International: 37%

100% of participants would recommend the certificate program to a friend.

Participants by College

- Liberal Arts and Sciences: 36%
- College of Business: 19%
- Division of General Studies: 14%
- College of Engineering: 12%
- Applied Health Sciences: 6%
- ACES: 5%
- Graduate students: 7%
- Senior: 28%
- Junior: 30%
- Sophomore: 26%
- Freshman: 9%
WORKSHOPS

A variety of leadership development programs are offered in class, Registered Student Organizations (RSO’s), or other group settings. These workshop are 60-90 minutes in length, are highly experiential and delivered by trained facilitators.

- **STRENGTHSQUEST™**
  Better understand your talents to improve your own self efficacy, and your teams.

- **TEAMWORK**
  Learn strategies to work more efficiently and develop a more effective team.

- **STRATEGIC PLANNING**
  Create long-term organizational stability through goal setting.

- **MOTIVATION**
  Understand the ins and outs of motivating others.

- **CONFLICT MANAGEMENT**
  Develop techniques to tackle difficult conversations.

- **COMMUNICATION**
  Recognize different types and styles of communication.
FACULTY FELLOWS

Dr. David Rosch
Associate Professor, Agricultural Leadership Education
Examining the Process of Leadership Learning

Dr. Ying Chen
Assistant Professor, Labor and Employment Relations
The Effects of Congruence in Member and Leader Organizational Identification on Work Outcomes

Dr. Kathryn Clancy
Associate Professor, Anthropology, PEEC, Beckman Institute
Double Whammies in Workplace Harassment: Implications for University Leadership

Dr. Nathan Todd
Assistant Professor, Department of Psychology
Leading for Social Change

Dr. K Peter Kuchinke
Professor and Director of Graduate Studies, Department of Education Policy, Organization, and Leadership
The Utility of University-Based Leadership Development in Early Employment

ADDITIONAL PROGRAMS/INITIATIVES

INSTITUTE BY LEADERSHAPE™

The Institute by LeaderShape® is a nationally renowned six-day program designed to teach students skills related to leading with integrity, creating a vision, and learning the importance of developing meaningful relationships. In January 2016, 63 students from diverse academic colleges, majors, and academic years participated in the program.

President Tim Killeen serving as a Guest Leader speaker for The Institute’s Guest Leader’s Night- a program which established alumni and faculty/staff share their personal stories about leadership
The Illinois Leadership Coordinating Committee (ILCC) is comprised of approximately 50 faculty, staff, and students who support leadership initiatives for Illinois students. Leadership education continues to enjoy broad support on campus. The ILCC has members from ten undergraduate-enrolling colleges or units, the Foundation, and multiple Student Affairs Departments.

This year the ILCC had four main tasks:

- Continue to implement the shared fundraising model between Student Affairs and Academic Affairs, to promote leadership education through the Illinois Leadership Center (ILC) and academic colleges.
- Continue building a stronger academic community among faculty and staff at Illinois who focus on leadership development and education.
- Implement campus-wide leadership education goals and metrics by connecting and collaborating with relevant campus units engaged in education.
- Work with campus colleagues to re-envision the Integrity and Ignite i-Program curriculum.
The Illinois Leadership Center cannot present our i-Programs or the Leadership Certificate without the help of faculty, staff, alumni, community members, and students who serve an integral role in creating experiences for our student participants. Your participation is crucial to the leadership experience, and a great opportunity for you to connect with future Illini leaders! If you are able to serve as a facilitator for i-Programs, cluster facilitator for the LeaderShape Institute, or a Leadership Certificate Coach, please email leadership@illinois.edu for more information.
PRESENTATIONS & AWARDS

PUBLICATIONS


AWARDS
Jeff Yacup received the (ACPA) Commission for Administrative Leadership Distinguished Service Award.

The ILC received the 2017 Student Affairs Exemplary Assessment Project Award for the assessment of Leadership Capacity and Experiences of Fraternity/Sorority Students at Illinois.

PROFESSIONAL INVOLVEMENT
Gayle Spencer
- Board of Directors for the Council for the Advancement of Standards (CAS)
- Big Ten Leadership Network Planning Committee
- Educational Session Reviewer for the 2017 NASPA Convention

Beth Hoag
- National Association for Campus Activities (NACA) Education Advisory Group
- Co-Chair for the National Leadership Symposium (NLS)
- NACA Assessment Coach
- Educational Session Reviewer for the 2017 NASPA Convention
Jeff Yacup

- Vice President for Communications for the American College Personnel Association (ACPA) Commission for Administrative Leadership Directorate

PRESENTATIONS


Hoag, B., & Spencer (2016). “Engaging Faculty, Staff, and Students to Create a Leadership Model and Philosophy.” Leadership Educators Institute, Long Beach, CA.


BE A PART OF THE ILC!

“All of the ILC programs and services are free for Illinois students, and financial contributions can help more students experience world class leadership education.

Here is what your contribution could do:

- $10 would support one student to complete the StrengthsFinder assessment
- $100 would support one student to attend an i-program
- $300 would support a class of 30 to participate in a leadership workshop
- $500 would allow a student to complete the Leadership Certificate
- $1,000 would allow one student to attend the Institute™ by LeaderShape®
- $5,000 would support an entire i-Program

If you’d like to learn more about making a contribution visit: http://leadership.illinois.edu/give-ilc/why-give or you can contact us at leadership@illinois.edu

ENDOWMENTS

Tony Petullo
Class of 1961, Business
Tony Petullo’s lead gift laid the groundwork for the creation of the Illinois Leadership Center. He continues to be an avid supporter of leadership development at Illinois.

John Graf
Class of 1981 Liberal Arts and Sciences
John Graf and his wife Maureen provided funds to endow a pre-professional internship program at the ILC, the Graf Internship.

Richard Cavanaugh & Timothy Cavanaugh
Class of 1982, Engineering & Class of 1979, Fine and Applied Arts
Richard and Timothy Cavanaugh provided funds to establish a leadership library at the ILC, containing over 1,000 items available for checkout.

Tracey Glancy
Class of 1976, Liberal Arts and Sciences
Tracey Glancy’s gift ensures students will continue to be involved at the Illinois Leadership Center and gain valuable leadership development.

Jeffrey Moss
Jeffrey and LeeAnn Moss endowed the Jeffrey Moss Memorial Fund in order to recognize the outstanding collaborative efforts of Leadership Certificate Coaches.
ANNUAL DONORS

- Apple Inc. Matching Gift Program
- Joseph M. Barnabee and Christine Ahn
- Benevity Community Impact Fund Matching Gift Program
- Bridgestone/Firestone, Inc. Matching Gift Program
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- Willard L. Broom and Anne M. Broom
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- State Farm Companies Foundation Matching Gift Program
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- Larry W. Wilson
- Anson Wong and Shuk Ying Lau
- Dr. Rui Wu

CORPORATE SPONSOR

Rolls Royce has supported the ILC for several years, providing funds that helped launch the Innovation i-Program.
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