

Purdue Student Leadership Initiative

LEADING THE WORLD FORWARD!

Developing Students to be Effective Leaders in College, in
their Careers, and in Society



James Hintz

Director | Purdue Student Leadership Initiative

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UNIVERSITY

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Vision

- **Division Student Academic Affairs (Office of the Provost)**
 - Dr. Beth McCuskey & Dr. Frank Dooley
- **Focus on Student Leadership Development**
 - Multi-Institutional Study of Leadership
 - Deeper Bench
 - Employer Feedback
- **Develop a Purdue specific leadership development model, focused on ALL undergraduate students, that is intentional and evidence based**

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Vision

- Increase Gallup-Purdue Index Well-Being factors of purpose, social, financial, and community
- Utilize “T-Shaped” competencies approach so graduates are able to handle information from multiple sources, advance professional relationships across different organizations, contribute innovatively to organizational practices, and communicate with understanding across social, cultural, economic, and scientific disciplines
- Integrate academic experience with co-curricular experiences and on-campus employment opportunities; Remobilize existing expertise (faculty/staff) and resources
- Assess model for real-time relevance and adapt to current needs based on employer and alumni feedback

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“What do students need to know, believe, be able to do, and engage in to be effective leaders in college, in their careers, and in society?”

-Seemiller, 2014, p. xv



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- **The Skills/Qualities Employers Want in New College Graduate Hires.**

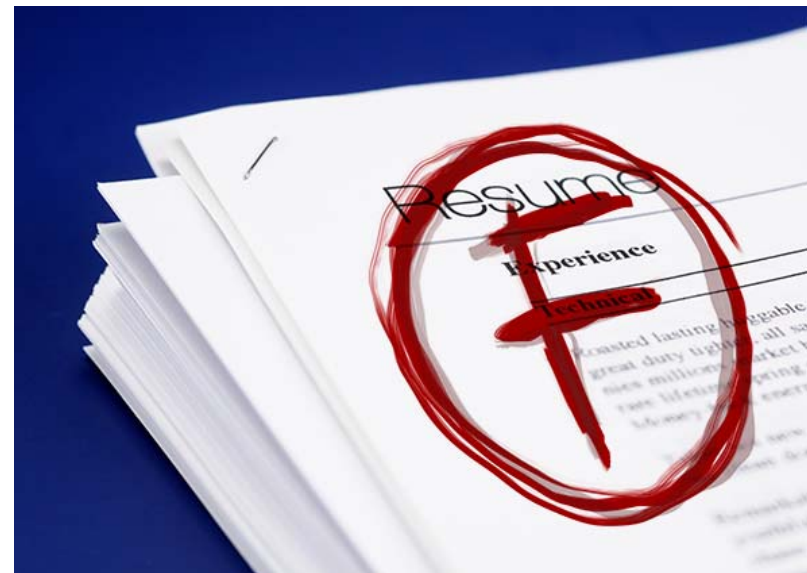
National Association of Colleges and Employers, November 2014

- ***College Students Think They're Ready for the Work Force. Employers Aren't So Sure.***

Chronicle of Higher Education, January 2015

- ***Falling Short? College Learning and Career Success.***

Association of American Colleges and Universities, 2015



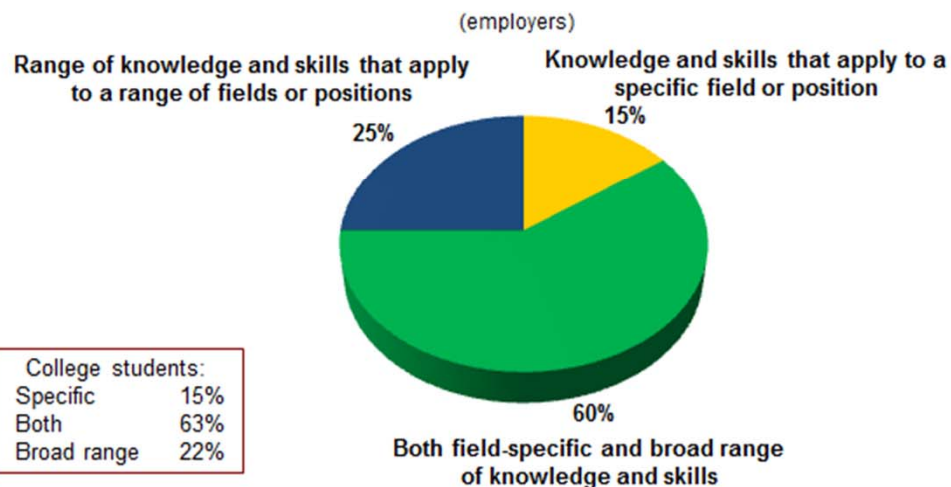
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Three in five employers believe that it takes BOTH specific knowledge/skills and broad knowledge/skills to achieve long-term career success.

Which is more important for recent college graduates to have who want to pursue advancement and long-term career success at your company?

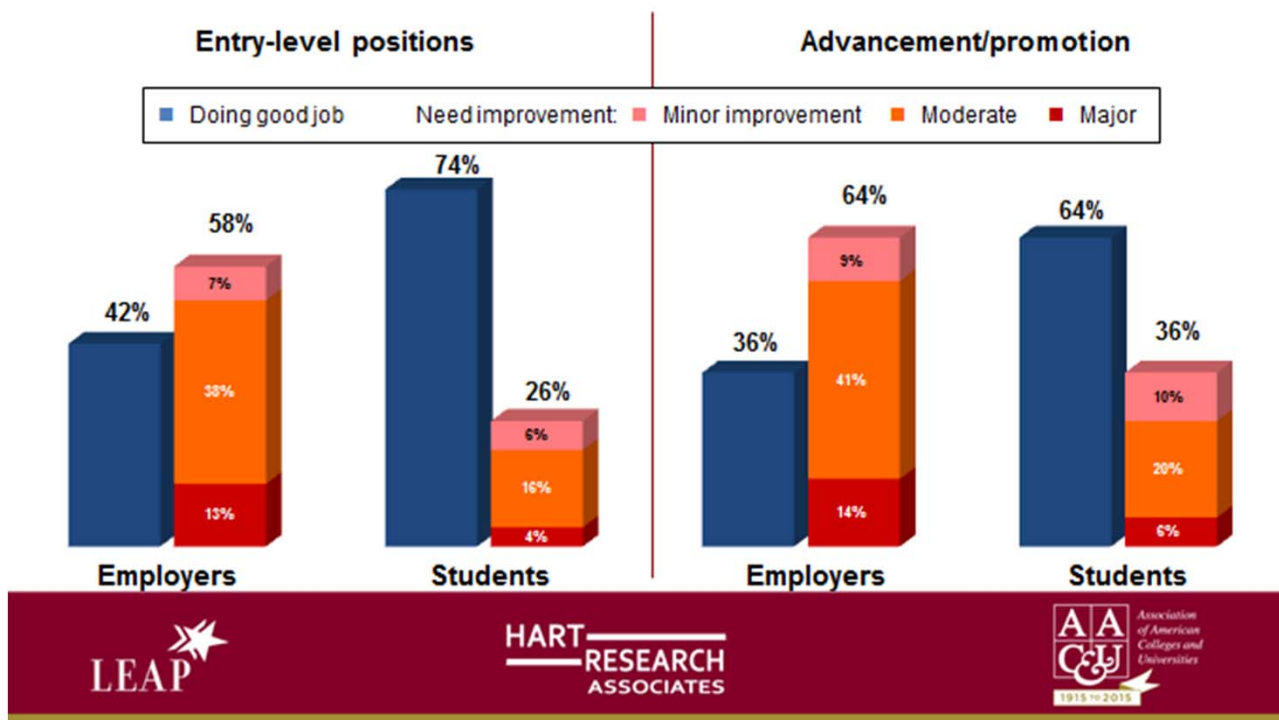


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Employers are more likely than students to think improvements are needed to ensure college graduates gain the skills and knowledge needed for success. ¹¹

How well are colleges and universities doing in ensuring that college graduates possess the full set of skills and knowledge that they will need for success in this?



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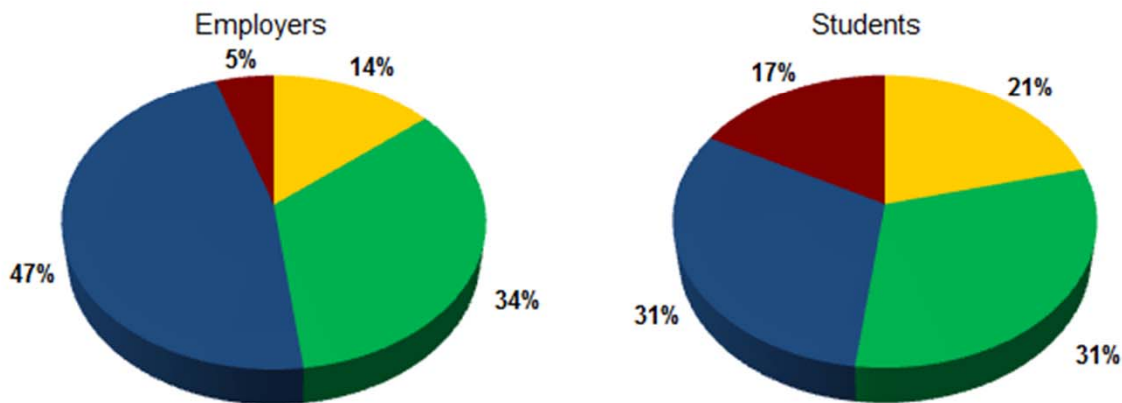
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Top Priorities for Improvement

In which area do you think colleges and universities need to improve more?

- Ensure college graduates gain knowledge and skills that apply to a specific field or position
- Equal amount of improvement needed in both areas
- Ensure graduates gain range of knowledge and skills that apply to a range of fields or positions
- Neither area needs improvement



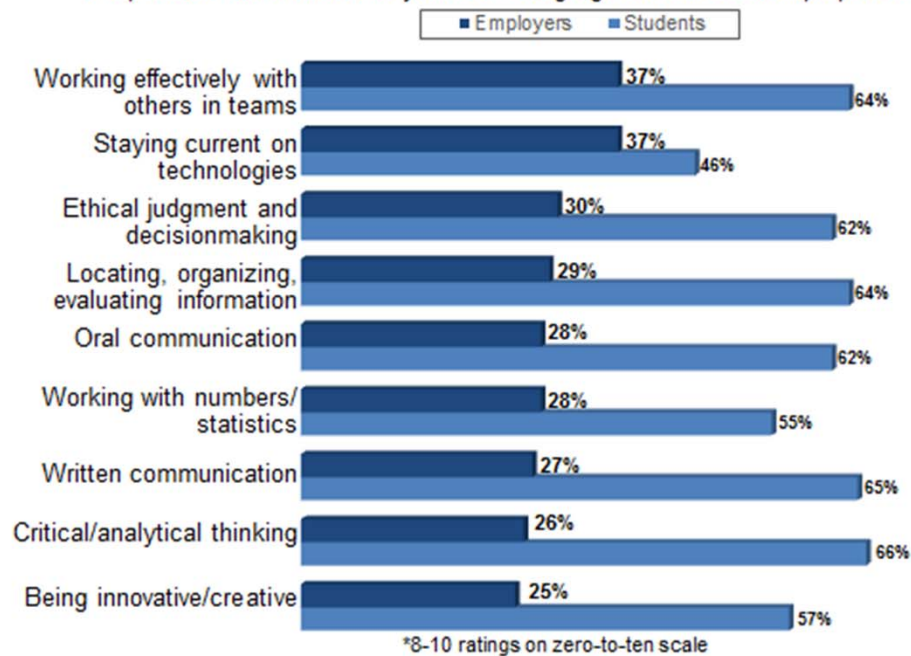
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Employers give college graduates lower scores for preparedness across learning outcomes than current students give themselves.

*Proportions who believe they/recent college graduates are well prepared in each area**



(continued)

LEAP

HART RESEARCH ASSOCIATES

AA C&U Association of American Colleges and Universities 1915-2015

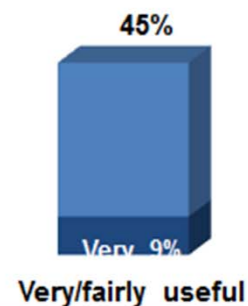
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Most employers say they would find e-portfolios useful.

Employers: How useful do you find/would you find this in helping you evaluate job applicants/recent college graduates' potential to succeed at your company?

College transcript



Electronic portfolio of student work summarizing and demonstrating accomplishments in key skill and knowledge areas



LEAP

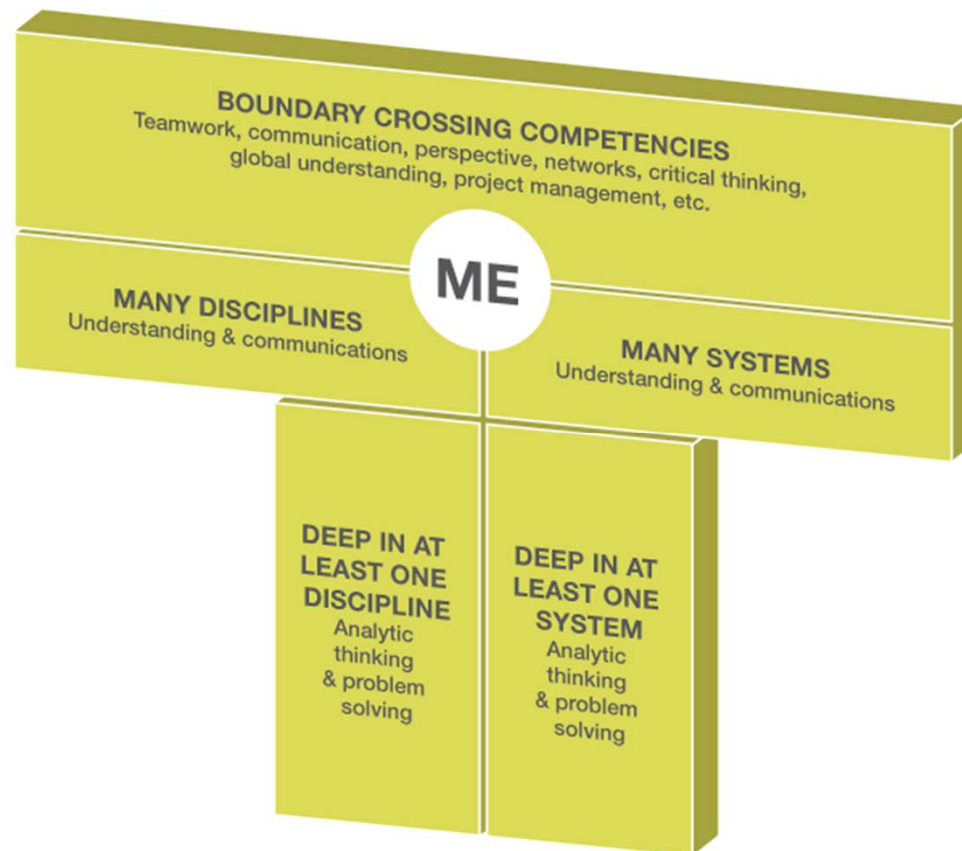
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T-Shaped Individuals

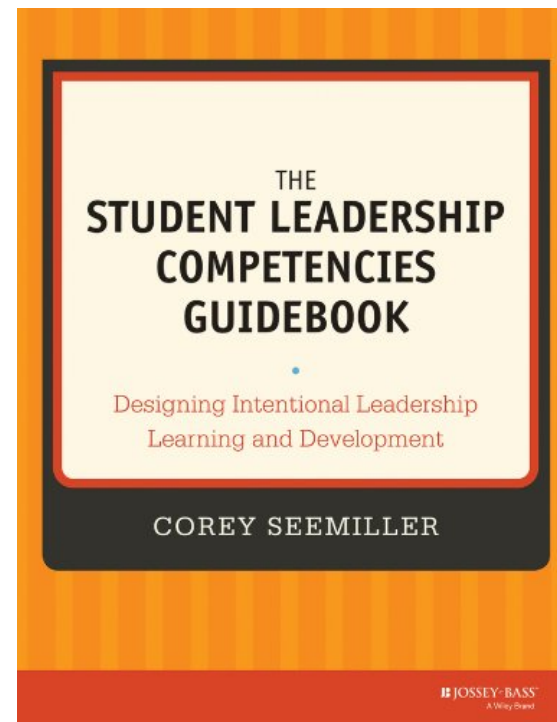


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Knowledge, Skills and Behaviors for Effective Leadership

The Student Leadership Competencies Guidebook

- 8 categories
 - Learning and Reasoning
 - Self-Awareness & Development
 - Interpersonal Interaction
 - Group Dynamics
 - Civic Responsibility
 - Communication
 - Strategic Planning
 - Personal Behavior
- 60 competencies



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Student Leadership Competencies Guidebook

Learning and Reasoning

- Research
- Other Perspectives
- Reflection & Application
- Systems Thinking
- Analysis
- Synthesis
- Evaluation
- Idea Generation
- Problem Solving
- Decision Making

Self-Awareness & Development

- Self-Understanding
- Personal Values
- Personal Contributions
- Scope of Competence
- Receiving Feedback
- Self-Development

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Student Leadership Competencies Guidebook

Interpersonal Interaction

- Productive Relationships
- Appropriate Interaction
- Helping Others
- Empathy
- Mentoring
- Motivation
- Others' Contributions
- Empowerment
- Providing Feedback
- Supervision
- Collaboration

Group Dynamics

- Organizational Behavior
- Power Dynamics
- Group Development
- Creating Change

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Civic Responsibility

- Diversity
- Others' Circumstances
- Inclusion
- Social Justice
- Social Responsibility
- Service

Communication

- Verbal Communication
- Nonverbal Communication
- Listening
- Writing
- Facilitation
- Conflict Negotiation
- Advocating for a Point of View

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Student Leadership Competencies Guidebook

Strategic Planning

- Mission
- Vision
- Goals
- Plan
- Organization

Personal Behavior

- Initiative
- Functioning Independently
- Follow-Through
- Responsibility for Personal Behavior
- Ethics
- Responding to Ambiguity
- Responding to Change
- Resiliency
- Positive Attitude
- Confidence
- Excellence

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Next Steps

- **Identify Competencies**
 - Faculty, Staff, Student, Alumni & Employer Feedback/Involvement
- **Leadership Inventory / Database**
- **Track Student Progress / Assessment**
- **Leverage Opportunities**
 - Student Organizations, Student Employment, Etc.
- **Curricular & Co-Curricular Integration**

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Employer Involvement

- **Competencies Feedback**
 - Survey
- **Advisory Board**



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References

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Feedback

Questions?

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