

ANNUAL REPORT

KEY ACCOMPLISHMENTS FY 2014

MISSION: To build leaders who engage in social change by integrating service, social justice, and leadership into all opportunities and programs.

PHILOSOPHY: Leadership development is not for the few and privileged but should be affordable, accessible, and inclusive in order to develop leadership capacity in all people.

PROGRAMS IN LEADERSHIP:

- ▶ Blue Chip Leadership
- ▶ NCLC
- ▶ IBM Co-Op
- ▶ The Edge
- ▶ Leadership Training Courses
- ▶ ODK
- ▶ LOD
- ▶ ATLAS

BLUE CHIP LEADERSHIP: A FIRST YEAR EXPERIENCE

A gateway engagement experience for first year students at the University of Arizona teaching students leadership, professional, and personal skills.

BLUE CHIP LEADERSHIP: THE ONLINE EXPERIENCE

A high-quality leadership development experience for UA Online students which includes taking courses for-credit.

BLUE CHIP LEADERSHIP: TRANSFER EXPERIENCE

An opportunity for transfer students at the University of Arizona to participate in an engagement experience based on their graduation date.

NATIONAL COLLEGIATE LEADERSHIP CONFERENCE (NCLC)

An annual student-run conference that serves as the cornerstone leadership training experience for hundreds of college students across the nation.

IBM CO-OP

A 10+ year partnership with IBM offering University of Arizona students an opportunity to work with one of the world's leading technology firms.

THE EDGE

A professional development program hosted in collaboration with Career Services designed to prepare students to be Real-World Ready.

LEADERSHIP TRAINING COURSES

A partnership with the College of Education and Leadership Programs which provides students the opportunity to engage in for-credit leadership courses.

ATLAS

A partnership with the Office of Admissions designed to engage first year students by developing their leadership and professional skills.

OMICRON DELTA KAPPA (ODK)

A leadership honorary for undergraduate juniors and seniors ranked in the top 35% of their class at the University of Arizona.

LEADERSHIP ON DEMAND (LOD)

An opportunity for departments and organizations at the University of Arizona to develop leadership and professional skills through training workshops.

FUN FACTS

- ▶ In the 2014 academic year, Leadership Programs served 2,200 students and partnered with over 75 campus and community partners.
- ▶ 31 out-of-state schools attended the 2015 National Collegiate Leadership Conference.
- ▶ IBM Co-Op students worked 11,000 hours during the 2014 academic year.

INNOVATING

Leadership Programs will direct its efforts now and in the future to develop student leaders for campus and beyond that will engage in leadership for social change by expanding and creating new experiences.

GROWING & EXPANDING

- ▶ Expanded the capacity of Blue Chip Leadership: A First Year Experience from 250 students to 700 students – a capacity increase of 280%.
 - ▶ As a result of the capacity expansion, the number of higher level leadership roles and engagement opportunities within the department more than doubled.
- ▶ Developed the Blue Chip Leadership: Transfer Experience to help transfer students customize their leadership experience based on their graduation date.

NEW EXPERIENCES

- ▶ Launched Blue Chip Leadership: The Online Experience for students in the UA Online Campus to provide them with the opportunity to engage in applied leadership experiences while learning about social justice, community service, and professional development.
- ▶ Offered a new open enrollment Event Planning class to engage students interested in learning how to plan for a large-scale conference in partnership with NCLC.
- ▶ Created a new 1-credit internship for students who completed the the Event Planning course to work with the NCLC Planning Committee.

FUTURE ASPIRATIONS

- ▶ Expand The Edge program to serve more first and second year students as a foundational engagement experience to help them become Real-World Ready.
- ▶ Increase opportunities for students in The Edge to interact with potential employers through partnerships.
- ▶ Develop partnerships with the colleges to provide engagement experiences for students to further the advancement of the Engagement Initiative using new and current programs.



THE UNIVERSITY OF ARIZONA

Leadership
Programs





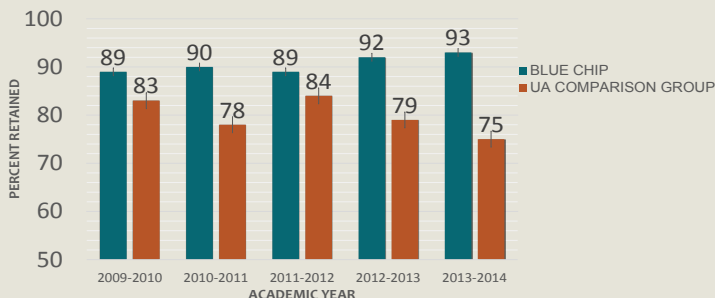
ENGAGING

Leadership Programs provides training and Real-World opportunities that prepare students for graduation and beyond as socially aware and engaged leaders who are prepared to lead productive lives and confidently pursue their passions.

RETENTION

- ▶ Based on a 5-year review of demographics, 46.4% of students who are engaged in Blue Chip Leadership: A First Year Experience are underrepresented minority students, compared to 38.6% of the University of Arizona's incoming first year class.
- ▶ Blue Chip had a 35% increase in students continuing from the First Year Experience to Year 2 of the program.
- ▶ Based on a 5-year review of first year retention rates, students involved in Blue Chip Leadership: A First Year Experience have on average an 11% higher retention rate compared to the first-time, full-time freshman average (90.6% versus 79.6%, respectively). *See Figure 1.1.*

FIGURE 1.1. RETENTION RATES

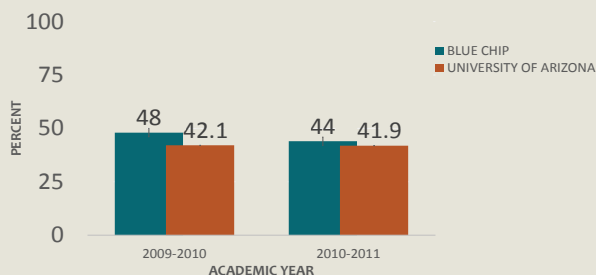


Note: Student comparison group was generated using propensity score matching to account for factors (e.g. academic score index range, Pell Grant eligibility, ethnicity, gender, residency, etc.) which influence retention.

GRADUATION AND ACADEMIC SUCCESS

- ▶ In preparation for graduate school and job interviews, 344 students created and updated professional portfolios:
 - ▶ *“My most significant learning experience from the First Year Experience was learning how to put together a portfolio. I think that it is important for students to have resumes put together, but I believe having a portfolio that describes my entire life will really make me stand out when I give it to an interviewer.” – first year student*
- ▶ Based on a 5-year average, students in Blue Chip Leadership: A First Year Experience have an average cumulative GPA of 3.03 (n=708).
- ▶ Students who are involved in Blue Chip: A First Year Experience have on average a 4% higher 4-year graduation rate compared to the University of Arizona's 4-year graduation rate (46% versus 42%, respectively). *See Figure 1.2.*

FIGURE 1.2. FOUR-YEAR GRADUATION RATE: UA vs. BLUE CHIP



Note: Academic year represents when the cohort entered the University of Arizona as first year students.

ENGAGEMENT INITIATIVE

In support of the university's strategic Engagement Initiative, Leadership Programs provided the following experiences:

BLUE CHIP LEADERSHIP EXPERIENCE

- ▶ 33 students completed their 4-year comprehensive leadership development experience and presented their capstone presentations focusing on:
 - ▶ Reflection of past learning experiences
 - ▶ Integration and synthesis of experiences
 - ▶ Application of learning in future plans
 - ▶ Career preparedness
 - ▶ Communication skills
- ▶ An assessment of the Blue Chip capstone projects revealed 96% exceeded reflection capstone expectations by demonstrating advanced application of learning and development to career readiness outcomes (n=32).

THE BLUE CHIP LEADERSHIP: A FIRST YEAR EXPERIENCE

- ▶ Serves as a foundational engagement experience for first year students to develop leadership skills and competencies, leading to future higher level engagement experiences.

FUTURE PLANS

- ▶ Students in Year 3 of Blue Chip will participate in a 1-credit internship with Leadership Programs with the engagement competency and activity designations.
- ▶ Students involved in Year 4 of Blue Chip will participate in non-credit engagement opportunities.
- ▶ Leadership Programs will be redefining the infrastructure of the IBM Co-Op experience with the hopes of making it a transcriptable engagement experience.
- ▶ Students serving on the NCLC planning committee will receive an engagement designation on their transcript by completing a non-credit engaged learning experience.

PARTNERING

Leadership Programs works to establish partnerships with campus and community organizations to provide engaging leadership and service opportunities for students while contributing to the community with over 5,700 service hours last year.

REAL-WORLD READY

- ▶ Provided over 10,000 hours of internship opportunities to students through Leadership Training Courses and ATLAS.
- ▶ Students gained professional experience through over 11,000 hours worked in the IBM Co-Op.
- ▶ Increased the number of participants in The Edge by 400%.
- ▶ Partnered with Arizona Assurance for students to attend The Edge as part of their scholarship.
- ▶ Increased the number of students served by ATLAS by 28%.
- ▶ Strengthened the IBM Senior Co-Op position to heighten the professional Co-Op experience of the student at the IBM worksite.

SUPPORTING & ENGAGING PARTNERSHIPS

- ▶ Established partnerships with 17 off-campus internship sites.
- ▶ Supported 20 campus programs to offer internships and leadership classes for their students through an academic partnership with the College of Education.
- ▶ Served 5 community organizations through the Omicron Delta Kappa National Leadership Honorary.
- ▶ Renewed the IBM Co-Op Contract through 2018.
- ▶ Partnered with the Queer and Trans People of Color Lecture Series to host a nationally recognized group at NCLC.
- ▶ Partnered with LeaderShape at NCLC to offer a nationally recognized diversity speaker.

