The University of Iowa

Student

Success

Team

Leadership Development & Strengths Committee

Higher Education's Challenge

"The Great Recession and its aftermath have exposed a major mismatch between the skills of many college graduates and the skills employers are seeking. If anything, as technological change marches on, this problem may get worse."

-- *"The Case for 'Unbundling' Higher Education,"*

Wall Street Journal, May 19, 2015.

"When it comes to the skills most needed by employers, job candidates are lacking most in written and oral communication skills, adaptability and managing multiple priorities, and making decisions and problem solving,"

-- *"What It Takes to Make New College Graduates Employable,"*

New York Times, June 28, 2013.

Higher Education's Challenge

"Only 13% of Americans strongly agree college graduates in this country are well-prepared for success in the workplace. That's down from 14% two years ago and 19% three years ago[...] Americans with college degrees are much less likely to strongly agree college grads are ready for the workforce than Americans without college degrees -- 6% vs. 18%, respectively."

-- *"America's "No Confidence" Vote on College Grads' Work Readiness,"*

Gallup-Lumina Foundation Poll, May 2015.

Our Goal

"To be recognized as *the* University that creates leaders who leverage their strengths, leadership knowledge, and leadership skills to contribute to their communities now and in the future."

Principles that Guide our Approach

- Leadership is a verb…it is about leading yourself and leading others (internally strong and externally focused).

- Leadership is a competency that can be learned and developed.

- Leadership a developmental process, it is not contingent upon holding a position/title.

- Leadership is accessible to everyone.

- Leadership development prepares students for leadership responsibilities.

- Leadership is inclusive and accessible.

- Leadership must use ethical means to achieve ethical goals.

- Leadership is about working for positive change.

- Leadership starts with leading oneself effectively in goal establishment and attainment.

- Leadership includes influencing others towards goal achievement through an ethical and social influence process.

- Leadership addresses the values and motivations of both leaders and followers.

- Leadership development strategies use multiple leadership interventions, theories, and models.

Our Leadership Definition

"Leadership is knowing yourself, understanding others, and constructing a collaborative process in order to accomplish mutually inclusive goals that produce positive change."

Our Lead Team Charge

1. Recommend leadership integration and strengths integration strategies for key first-year experiences.

2. Identify high-impact activities in the 2nd year and beyond that should be targeted for leadership integration and strengths integration.

3. Recommend changes in policies, practices, and programming to enhance the sustained focus on leadership and strengths throughout a UI undergraduate's time at Iowa.

Our Two Main Components

Strengths: Serves as the foundation and can be used to help guide students toward high-impact leadership opportunities (education, training and/or development).

Student Leadership Competencies: The knowledge, values, abilities, and behaviors that help an individual contribute to or successfully engage in a role or task.

Dr. Corey Seemiller

Dr. Corey Seemiller received her Bachelor's degree in Communication from Arizona State University, Master's degree in Educational Leadership from Northern Arizona University, and Ph.D. in Higher Education from the University of Arizona. She has worked as a leadership educator in numerous environments including higher education, K-12, non-profits, military, and in the community for the past 20 years.

Dr. Seemiller spent 5 years of research analyzing learning outcomes in all 522 accredited academic programs in higher education. The results of this research gave us the 60 essential leadership competencies critical to student success for the 21st century. A competencies approach to student leadership development crosses curricular and co-curricular programs and will allow us to better prepare students to engage and lead in college, graduate school, and their future careers. Dr. Seemiller has mapped the student leadership competencies to NACE, Student Readiness Inventory, the Council for Higher Education Accreditation, the Department of Education, and the Association of Specialized Accreditors.

Our Sub-Committee Chairs

- **Tina Arthur & Kate Sojka – On Iowa! and Orientation**

- **Anita Cory – Student Organization Leadership Development and Co-Curricular Programs**

- **Lisa Ingram & Diane Hauser – Academic Advising**

- **Lynne Sebille-White – Career Advising**

- **Greg Thompson – Residence Education**

- **Stacy Narcotta-Welp – Leadership Studies Academic Coursework and All Academic Courses**

- **Teri Schnelle – Assessment**

- **Candace Peters – Learning & Development**

Group Activity

You'll be given the chance to brainstorm in 1-2 of the areas identified concerning how to integrate SLC into every UI students' experience.

The chair of that area will share their sub-committee's top 5 ideas and lead a brainstorming session with your small group to generate additional ideas to discuss further.

Please write ideas on flip chart paper provided.

Questions? Comments? Concerns