

Utilizing a Leadership Class to Improve Student Staff Selection

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Outline

- Why have a leadership class? The UCA perspective
- Goals, objectives, and learning outcomes of the course
- A walkthrough of the different sessions and material
- The cultural immersion project
- Conclusions from UCA's implementation
- Questions
- Sharing how student staff selection works in the region
 - Trends
 - Strengths
 - Areas of improvement

Why a Leadership Class?

- Contextual History of the University of Central Arkansas
 - Super Sunday
 - Extrovert bias
 - Student Staff retention and probation
- Getting a better perspective of who you are hiring

Goals and Objectives

- Goals
 - To create a more comprehensive method for selecting quality candidates
 - To be able to track data on student staff from candidate to no longer working with us
- Objectives
 - To be able to have applicants learn and apply leadership concepts, principles and skills at their campus, community and career-related activities

Learning Outcomes

- Learning Outcomes
 - Students will gain a greater sense of who they are as an individual leader
 - Students will learn how they fit into a larger framework of a university campus
 - Students will develop intellectual courage to share their ideas
 - Students will learn the policies and procedures of UCA HRL
 - Students will understand others through the cultural immersion project

The Course, Homework and Texts

- Course Outline

- Session 1: Seminar Overview and Introduction to Leadership
- Session 2: Myths about Leadership and Understanding the Relational Leadership Model
- Session 3: Understanding Yourself and Department Policies and Procedures
- Session 4: Understanding Others and Community Using the Cultural Immersion Project

- Texts

- Komives, S., Lucas, N., McMahon, T. (2013). *Exploring Leadership: For college students who want to make a difference. 3rd Edition*. San Francisco: Jossey-Bass
 - Chapter 3: The Relational Leadership Model
 - Chapter 4: Understanding Yourself
- Tatum, Beverly (2000). *The Complexity of Identity: "Who Am I?"* Beverly Daniel Tatum

Example of Homework: Leadership

1. How would you define leadership? What does leadership mean to you?
2. What are the characteristics of a strong leader? What are the characteristics of a not so strong leaders?
3. What defines the success of a leader?

Examples of Homework: P&P

1. Please share one of the policies that we went over in class and why do you think the university has this policy in place.
2. What would you do when there is a policy in place that you disagree with that you have been trained to enforce.
3. How does being a leader play into the role of a student staff member?
4. Please share what you think would be the most difficult part of being a student staff member in regards to policy and procedures.

The Cultural Immersion Project

- A final project that pulls in all readings and discussions in class so that students can gain cultural competency and we can assess where they are in regards to areas of diversity and inclusion
- Students...
 - Choose a population they are not a part of
 - Study up using articles, attending events, engaging with selected population
 - Interview at least one member of the selected population
 - Present in class what they learned and what the population does or is
 - Write a reflection paper on the experience
- This is almost always a scary proposition
 - Good example
 - Bad example

Findings

- Since implemented, the retention of those students who went through the leadership has been positive in regards to probations and terminations
- The number of people deterred from joining due to it being a class has been minimal at worst
- Those people hiring staff now have more information at their disposal when selecting staff

Region's Best Practices

- Trends
- Strengths
- Areas of improvement



Questions?

Take the Survey!

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