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## Chapter 5: Program Initiatives to Improve Performance

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➤ **Title: Student Life and Leadership Development Program Improvement** **Priority 4**

➤ Describe Initiative:

The Student Life and Leadership Department is seeking to establish a more formal program of leadership instruction and opportunities for students in ASLCC, student clubs, and through internships in various SL/LD program areas.

- Why do it?  
At the moment, there is no specific, mandated leadership curriculum/training and opportunities for student leadership positions are limited, under funded and controlled by ASLCC. This initiative will create a series of classes and internship possibilities that will tie leadership training to specific leadership positions on campus, create additional opportunities for students to take on leadership roles, and provide the necessary financial rewards/incentives for participating in the program.
- What will the product of this initiative be?  
A series of leadership classes and seminars that are mandatory for students in paid positions through ASLCC and opportunities for other students involved in student clubs and organizations to obtain training not currently available.
- What is the need or intended use?  
ASLCC members and other students in leadership positions are an integral part of the colleges' governance system but are often placed on committees, councils or take on responsibilities within their own organizations with little or no prior training, knowledge or skills to be effective contributors and leaders in the campus community. There is no current policy at Lane that compels any student leader to attend training, or to have any special skill set to hold a leadership position. As a result, student fees are used to fund a variety of student positions with no college oversight or supervision, and peer supervision and placement is often erratic.
- Is it feasible?  
Yes, there are many leadership models available and many student programs at other Oregon Community Colleges require their student leaders to attend mandatory trainings in order to hold leadership positions on campus. The personnel and other infrastructure needed are already in place.
- What would be the campus location of this request/project? The Leadership Development classes would be conducted through staff and club advisors within Student Life and Leadership Development.
- How many students (per year) will benefit? Initially, 30-60 students per year. This number could increase as new student groups form.

- How will students benefit?  
In order to hold any paid position in ASLCC, or in any student club or organization, students will be required to attend a beginning leadership class that covers topics such as goal setting, group dynamics, ethical decision, making, time management, conflict resolution and program planning. Students will also be required to attend on-going seminars that cover topics specific to the students involved, eg. Fund raising, political organizing, lobbying, community outreach. This will provide new students with some basic skills and allow returning students to develop more advanced skills needed to successfully implement many of the current ASLCC programs, develop student clubs and organizations, in order to more successfully meet the needs of students and participate in college governance.
- Describe the resources needed: There are little or no General Fund resources needed for this program if proposed ASLCC fee increases are accepted and approved. The primary requirement will be the development of specific college (or department) policy that links paid student leadership positions with mandatory training and on-going review and evaluation by SL/LD staff.
- List the possible funding sources
- Can this project be partially funded? The proposal is based on a proposed a \$1 ASLCC fee increase to provide for: cost of training and materials, provide stipends to student club and organization leaders who attend and complete trainings, provide stipends to students who are participating in college governance, search committees etc, by providing paid co-op experiences or other incentives, and to provide travel money for conferences and trainings for students such as ACUI, ODI, and OSA. The \$1 increase would provide approx. \$30,000/year and be administered through SL/LD.
- If so, what minimum cost? If ASLCC funding is not possible, then the minimum request from General Fund would be for \$10,000, recurring, to provide for opportunities for students in the student clubs and organizations that are not currently possible.
- Provide ORG & PROG codes: if approved for either ASLCC or GF funding, this proposal would require new ORG codes, PROG would be 310000.
- How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals?
- This is consistent with the Colleges' Core values (learning, diversity, innovation, collaboration and partnership); Strategic Directions (enhance college climate, build organizational infrastructure) and Learning Centered Principles (creates substantive change in learners, creates and offers as many options for learning as possible, assists learners to form and participate in collaborative learning activities).

**IF FUNDING SOURCE COULD BE TACT FUNDS, COMPLETE THE FOLLOWING:**

- Category of request:
  - Maintain existing technology
  - Increase student access to technology
  - New technology
- How does this request fit in with other unit or college technology plans?
- Cost breakdown, including any unit resources being applied to the project (i.e. hardware, software, wiring, installation costs; timesheet staffing, licensing, other)

**IF FUNDING SOURCE COULD BE CARL PERKINS FUNDS, COMPLETE THE FOLLOWING:**

- What evidence do you have that shows special populations (disabled, economically disadvantaged, single parent, displaced homemaker, academically disadvantaged and limited English proficiency) have access to your programs?
- How does this request fit in with at least two of the Carl Perkins related goals (listed separately)?
- Describe how this project might show collaboration with Lane County high schools.