

LEADERSHIP *Academy*



NORTHERN ILLINOIS UNIVERSITY

Student Involvement & Leadership Development

Division of Student Affairs & Enrollment Management

Tier II: Campus & Community Leadership

The Leadership Academy Mission

Student Involvement & Leadership Development's (SILD) Leadership Academy provides leadership skill development opportunities focused on learning and self-reflection through a series of workshops, activities, and interactions that will empower students to become leaders at NIU and beyond.

The Leadership Academy Program Goals

The Leadership Academy is committed to:

- Enhancing students' self-awareness
- Preparing students to have a positive impact at NIU and the greater community
- Developing students' leadership skills to enhance their future personal and career success
- Fostering connections between students and the University

Overview of the Leadership Academy

The Leadership Academy is a three-tiered, self-paced leadership program. In the Leadership Academy, students have the opportunity to join organizations, attend workshops, write reflections, present their learnings to others, and much more.

Tier I: Personal Leadership: Tier I is an introductory leadership tier that allows students to learn more about their personal leadership style.

Tier II: Campus & Community Leadership: Tier II provides students with the opportunity to develop their individualized leadership styles in the NIU and DeKalb community. At the conclusion of Tier II, students will earn a leadership certificate.

Tier III: Leadership Culmination: Tier III allows student leaders to formally summarize and reflect on leadership skills they have gained throughout the Leadership Academy. At the end of Tier III, students will receive the honor of Leadership Academy Distinguished Leader. Students who receive the Distinguished Leader honor will be recognized during SILD's Kevin D. Knight Leadership Awards Ceremony and will receive a graduation cord to wear during their graduation ceremony.

The Leadership Academy is open to all NIU undergraduate students. Students can begin the Leadership Academy at any time by completing an application at www.leadershipacademyapp.niu.edu.

Leadership Framework

Activities for the Leadership Academy are based on the Social Change Model of Leadership Development, which provides opportunities for students to enhance their

learning and facilitate positive social change. By participating in the Leadership Academy, students will be able to understand and apply the 7 C's of leadership: consciousness of self, congruence, commitment, collaboration, common purpose, controversy with civility, and citizenship (Komives & Wagner, 2009).

Tier II: Campus & Community Leadership

The purpose of Tier II is for students to utilize their leadership styles/skills in the campus and community environment. Through increasing their participation on campus, attending workshops, creating a resume, and working with Leadership & Student Organizational Services staff, students will begin to incorporate their personal leadership styles/skills to make a difference to the campus and community.

Learning Outcomes

Through completing activities in Tier II, students will be able to:

- Understand the value of working with others
- Recognize the connection between working with others and leadership development
- Describe the benefits of working with a common purpose

Tier II Requirements

Tier II contains both mandatory and recommended activities. All mandatory activities **MUST** be completed by Leadership Academy students. Students must complete three (3) of the five (5) recommended activities.

Mandatory Activities (complete all activities)

- 1) Attend at least two Leadership Academy meetings.
 - Each semester, four Leadership Academy general meetings will be held. During your Tier, you must attend at least two of these meetings. During these meetings, you will have an opportunity to network and interact with your Leadership Academy peers and Leadership staff members. Leadership discussions, activities, and reflections will also take place.
- 2) Complete at least 10 hours of community service.
 - Community service can be completed through a student organization or individually. Write a reflection that describes the community service activity(ies), your thoughts on completing the activity(ies), and how this service experience(s) impacted your leadership skills and helped you understand the value of working with others. Submit the reflection to Huskie Link.

- 3) Attend at least one (1) Leadership Academy workshop.
- 4) Attend a diversity training and/or event.
 - At NIU, we have a variety of ways in which students can learn more about what it means to be a part of an inclusive community. For this activity, select a diversity training and/or event to attend. Examples include the LGBT Ally training, Dialogue on Diversity training, or any other workshop/event through our cultural centers on campus (i.e., Asian American Center, Latino Resource Center, etc.). After attending, write a reflection of what you attended, what you learned, how this event/training contributed to your understanding of the value of working with others, and how you can use this knowledge to further develop your leadership skills. Submit your reflection to Huskie Link.
- 5) Create or fine-tune your resume. Upload your resume to Huskie Link.
- 6) Meet with the Assistant Director or Graduate Assistant for Leadership & Student Organizational Services at least once during Tier II to discuss your progress and to begin talking about the Tier III online portfolio (begin reviewing the Online Portfolio Instructions at www.leadershipacademy.niu.edu).

Recommended Activities (complete three (3) of the five (5) activities)

- 1) Volunteer at a DeKalb/Sycamore event.
 - Volunteering should be done in addition to the 10 hours of community service listed previously. Describe the event, how you became involved, the type of volunteering you completed, how you were able to work with others, and how you used your leadership skills to enhance this experience. Also, discuss how your leadership skills were enhanced by the experience. Submit the reflection to Huskie Link.
- 2) Interview for an on-campus job OR on-campus internship experience.
 - **If you were hired** for the on-campus job/internship, discuss how your on-campus job or internship experience allows you to utilize your leadership skills. Detail what the job/internship is and entails, and how this job/internship is helping you learn to work with others, work on a team with a common purpose, and improve your leadership skills.
 - **If you were not hired** for the on-campus job/internship, discuss the application and interview process. Describe what you learned throughout the process and what you would change moving forward. In addition,

describe how the application/interview process improved your leadership skills.

- Submit your reflection to Huskie Link.
- 3) Attend the NIU LEAD Summit or another conference in its entirety.
- After attending the conference, write a reflection of what you learned and how it can help you with your leadership development. Talk specifically about how your leadership skills were enhanced by the experience. Also include examples of how you learned to use your leadership skills at NIU and in the community. Submit the reflection to Huskie Link.
- 4) Run for an Executive Board position in one of your current organizations.
- In a reflection, describe what the position is and entails and why you decided to run for this position.
 - **If you were elected** to this position, describe how this position will help you enhance your leadership skills and how you will use your leadership skills to improve this position. Also, discuss the common purpose you help establish within the organization, how you work together with members of the organization, and any conflict resolution incidents you have had to deal with as a member of the Executive Board.
 - **If you were not elected** to this position, discuss the application and election process. Describe what you learned throughout the process and what you would change moving forward. In addition, describe how the application/election process improved your leadership skills.
 - Submit the reflection to Huskie Link.
- 5) Find a mentor.
- Identify a person within or outside of NIU who you consider or has formally accepted a request to be your mentor. Detail who this person is, why you have chosen him/her to be your mentor, and what you hope to gain from the mentor/mentee relationship. Submit your reflection to Huskie Link.

Next Steps

After completing Tier II requirements, you must schedule a meeting with the Assistant Director for Leadership & Student Organizational Services. During this meeting, you will be required to discuss the activities you completed, review your reflections, and discuss what you learned. Should all requirements be met, the Assistant Director will move you into Tier III and present you with your Tier II leadership certificate. Tier III focuses on your **Leadership Culmination**. When you officially move into Tier III, you will be provided with a Tier III packet of requirements.

Assistant Director and Graduate Assistant for Leadership & Student Organizational Services

The Leadership Academy requires you to meet with either the Assistant Director or Graduate Assistant for Leadership & Student Organizational Services in SILD. These leadership staff members will assist you in your leadership journey by discussing your progress, connecting you with resources, and helping you network with other professional staff and faculty at NIU.

Assistant Director for Leadership & Student Organizational Services

Kelli Lance

klance@niu.edu

815-753-6505

Graduate Assistant for Leadership & Student Organizational Services

Mary Kate Olofson

molofson1@niu.edu

815-753-6595