

Executive Summary:
Engaging, Exploring and Elevating Student Leadership Development
at the College of William and Mary

As part of the recent reorganization of the Division of Student Affairs and the creation of the thematic unit of Student Engagement and Leadership, the Office of Student Leadership Development has had a unique opportunity to examine how the college approaches student leadership development with our students. We have been able to refine our purpose, programs, and services to ensure that they are aligned with the vision and goals of the College. We have created a new mission statement and articulated our foundational framework.

At William & Mary, we believe that student leadership development is a cornerstone in supporting our students to become engaged citizens. Student leadership involves cultivating a frame of mind for exploring self, others and community. Leaders develop a skill set to adapt to change, craft creative solutions, and seize opportunities. Leaders are moved by what they care about to make the world a better place.

This new approach to leadership development at William and Mary is rooted in theory, particularly the Social Change Model, and is informed by current research and practice. In essence, the purpose is to help students engage, explore, and elevate the entirety of their college experience so that they may flourish as individuals and become life-long contributors to strengthened communities. Student Leadership Development advocates that leadership is not just about position. Instead, we are dedicated to providing students, no matter what their path, the opportunities for exposure to leadership theory, practice and application. Moreover, we are committed to supporting and encouraging student leadership development across campus. Goals for students include: exploring their strengths, values and opportunities for contribution; engaging with others in order to capitalize on difference and improve the effectiveness of groups; and developing their skills to create and support positive change.

Building on this framework, the Office of Student Leadership Development has instituted changes to better serve the needs of students and student organizations that have included: increasing resources for student organizations, improving our physical space to better meet student needs, enhancing current leadership programs (including Student Leadership Foundation and the Women's Leadership Program), and creating new leadership initiatives that will forward our mission and outcomes.

Upcoming plans for future growth for Student Leadership Development include: creation of an advisory board; sponsorship of the LeaderShape, Inc. *Catalyst Program*; creation of Leadership Impact Grants; expanded mentoring programs; partnerships with colleagues across campus; enhanced programs and resources for skill development; large-scale assessment and evaluation of student leadership; and increased training and development for staff and colleagues. These new programs and initiatives will help students graduate with a greater capacity to be leaders in their chosen careers and communities.

With these improvements, the Office of Student Leadership Development will lead the College in supporting students to build their leadership capacity and efficacy to make the world a better place.