

2023-2024

#HowCUBuffsLead

REACHING YOUR **PEAK**



Center for Leadership
UNIVERSITY OF COLORADO **BOULDER**

ANNUAL REPORT





I am thrilled to present to you the Annual Report for the Center for Leadership at CU Boulder, highlighting what has been a truly remarkable year of growth, achievement, and impact.

Over the past year, our Center has continued to make extraordinary strides in shaping the future leaders of tomorrow. Through innovative programs, transformative initiatives, and dedicated mentorship, we have witnessed firsthand the profound effect our work has had on our students and the broader leadership community at CU Boulder. Our commitment to fostering leadership excellence remains strong, and I am immensely proud of the accomplishments we have achieved together.

One of the most exciting developments this year has been the integration of Chancellor Phil DiStefano into our Center as the Senior Executive Director. Chancellor DiStefano brings with him a distinguished career spanning an incredible 50 years of service to the University of Colorado Boulder. His leadership, vision, and unwavering dedication to our institution have been instrumental in guiding CU Boulder to new heights of excellence.

Throughout his tenure, Chancellor DiStefano has exemplified the very essence of leadership, shaping not only the academic landscape but also the culture of our university. His commitment to student success, academic innovation, and community engagement has left an indelible mark on countless lives, and we are privileged to welcome him into our Center for Leadership team.

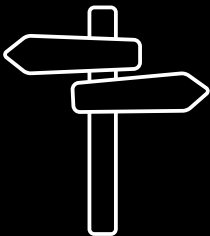
As we reflect on the past year and look forward with optimism to the future, I invite you to explore this report and celebrate with us the remarkable achievements and impactful initiatives that define our Center. Together, we continue to inspire and empower the leaders of tomorrow. Thank you for your steadfast support and commitment to advancing leadership excellence at CU Boulder.



Warm regards,
Dr. Stefanie K. Johnson
Director, Center for Leadership

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WHO WE ARE



OUR VISION

A world where leaders of character meet the needs of humanity.



OUR MISSION

Invest in the leadership potential of all students and develop ethical, impactful leaders.



OUR VALUES & PRINCIPLES

- Excellence
- Commitment
- Honesty & Integrity
- Respect for Others
- Open Mindedness



OUR HISTORY

The Center for Leadership was founded in fall 2020 under the direction of Chancellor Philip P. DiStefano. We serve as a multidisciplinary hub to support, connect, and elevate leadership across the university.

WHAT WE DO

The CFL helps Buffs reach their leadership PEAK through:

- **PATHWAYS** for students to start their leadership journey
- **EDUCATION** (curricular and co-curricular) offered by CFL
- **AFFILIATE** support for other campus leadership programs
- **KNOWLEDGE** generated through research to fuel programs

THE PEOPLE AT THE CENTER OF IT ALL

CFL Staff

Phil DiStefano | Senior Executive Director,
Professor of Education

Stefanie Johnson | Director & Associate
Professor, Organizational Leadership and
Information Analytics

Seth Webb | Director of Experiential
Education

Jessi Follett | Program Manager

Kathryn Adams | Leadership Development
& Community Engagement Coordinator

Executive Committee

Scott Battle

Division of Continuing
Education & Professional
Studies

David Callan

Scripps Leadership & Career
Development

Emily Cosnett

Outdoor Programs

Ronald Duren Jr.

Engineering Management
Program

Walt Morgan

Leadership Instructor & Coach

Kira Pasquesi

Leadership Studies Minor

Corinna Rohse

Student Academic Success
Center

Angela Thieman Dino

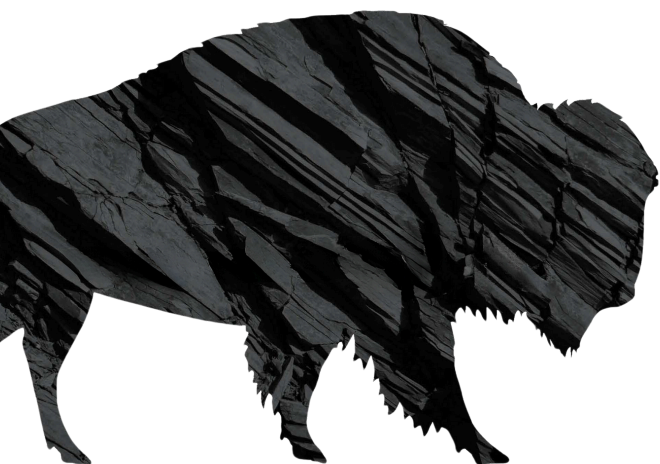
Engineering Leadership
Program

Jessie Kasynski

Presidents Leadership Class

Hannah Wood

Conference on World Affairs



BOARD OF ADVISORS



Gordon Riggle | Chair

Consultant in Leadership, Strategy, and Government Relations



Katie Kramer | Vice Chair

President & CEO, Boettcher Foundation



Martha Piper | Secretary

Senior Advisor at World Wildlife Fund



Jill Alder

Real Estate Broker
milehimodern



Ewa Borowska

Executive Director at Peak to Peak Leadership



Steve Bosley

Co-Founder, BOLDERBoulder
Regent Emeritus



Sandy Bracken

University of Colorado
President - Retired



Jan Burton

Retired Business Executive,
Community Volunteer



Hassan El Houry

Chair of the Board of
Menzies Aviation



Charles Gilford III

CEO at Inner City Health



Jane Holzman

Information Technology at
IBM - Retired



Amy Humble

President of Disruption Advisors
& CEO of White River Strategy



Rick Lawrence

Senior Managing Director, Mountain
West, for Lido Advisors, LLC



Sunni Markowitz

Empowerment Coach



Keith Miller

Chief Executive Officer at AMO
Worldwide Inc



Matthew Moseley

President of Ignition Strategy
Group and author



Dr. Vinay Nair

Founder and CEO of
TIFIN



Pat Nash

Partner in the Restructuring
Group of Kirkland & Ellis LLP



Christy Orris

Co-Founder, Peak to Peak
Leadership



Alan Rogers

Maj. General USAF - Retired



Jenny Simpson

Professional Track and Field
Athlete



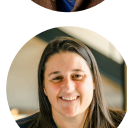
Shannon Sisler

Executive Vice President,
Chief People Officer of Crocs



Jeannie Thompson

Former Chair of the Board,
CU Foundation



Emily Walsh

Leadership Development
Program Manager at Magnite



Bob Yates

Interim Executive Director,
Museum of Boulder

PATHWAYS TO LEADERSHIP

- [Air Force ROTC](#)
- [Army ROTC](#)
- [Burridge Center for Finance](#)
- [Business Leadership Certificate](#)
- [Center for Ethics and Social Responsibility](#)
- [Certificate in Social Innovation Program](#)
- [Colorado Diversity Initiative](#)
- [Conference on World Affairs](#)
- [CU GOLD](#)
- [Dalai Lama Fellows](#)
- [Education Abroad](#)
- [Engineering Leadership Program](#)
- [Engineering Management Program](#)
- [Entrepreneurship Center for Music](#)
- [Herd Leadership Council](#)
- [Innovation & Entrepreneurship Initiative](#)
- [INVST Community Leadership Program](#)
- [Journey Leaders Program](#)
- [Leadership & Community Engagement Major](#)
- [Leadership Studies Minor](#)
- [Learning Assistant Program](#)
- [Leeds Consulting Group](#)
- [Leeds Global Initiatives & Programs](#)
- [Leeds Scholars Program](#)
- [Master of Science in Organizational Leadership](#)
- [Multicultural Leadership Scholars](#)
- [Naval ROTC](#)
- [Outdoor Pursuits](#)
- [Peace, Conflict, & Security Studies](#)
- [Presidents Leadership Class](#)
- [Residence Hall Association](#)
- [Scripps Leadership & Career Development](#)
- [Student Academic Success Center](#)
- [Volunteer Resource Center](#)

This year, we developed the student leadership involvement quiz to assist students in finding the best program for their leadership journey!

Check it Out!

EDUCATION

We're dedicated to creating inclusive experiences that enhance leadership development. Experiential learning challenges students to make decisions and solve problems in real-world situations, fostering self-awareness and resilience. Through mentoring, coaching, outdoor programs, and executive education, the Center for Leadership provides diverse opportunities for our students and the wider CU community to develop essential leadership skills.



38 new mentors



60 mentor matches



Program participation increased over 50%, from 37 to 60



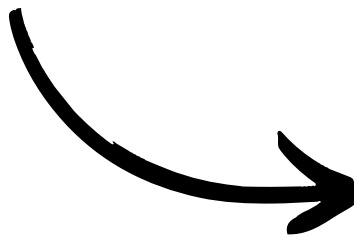
"Through this mentorship, I've been exposed to diverse and thought-provoking ideas that emphasize the significance of embracing change and approaching problems with a composed and flexible mindset. I've come to understand that regulated emotions are a crucial skill for effective leadership, empowering me to make decisions with resilience and creativity, especially in the face of evolving circumstances." -- Student Participant

BCLP

The Boulder-CU Leadership Program is a mentorship program organized by the Center for Leadership, in partnership with the Downtown Boulder Partnership and Boulder Chamber. It connects CU students interested in developing their leadership skills with local leaders in the Boulder area. Boulder-CU Leadership Program has experienced **significant growth** over the past year, marking 60 total mentor matches in 2023!

COACHING

Our Leadership Coaching Program entails an exploration of techniques and strategies employed to cultivate leadership qualities within individuals through a coaching dynamic. Defined by the International Coaching Federation (ICF), coaching represents a collaborative journey, fostering thought-provoking and innovative processes to empower individuals to realize their fullest personal and professional capacities. In year three, **we nearly tripled the size** of the program and were able to provide **over 60 students** with free leadership coaching!



Check out this summary of findings from our coaching program study aimed at developing leadership skills and well-being! The program, utilizing one-on-one coaching, showed positive impacts on emotional intelligence, self-awareness, happiness, and reduced burnout among participants. Read more to find out the results!

[Read the full study](#)

EXPERIENTIAL LEADERSHIP INTENSIVE

Our Experiential Leadership Intensive (ELI) program has been redesigned from the ground up and we now partner with the CU Boulder Outdoor Pursuits Challenge Course and Mountain Research Station (MRS). It offers opportunities for participants to practice and develop leadership competencies such as teamwork, communication, inclusion, problem solving and decision making in a hands-on, challenging outdoor setting, while fostering self-awareness, resilience and forging meaningful connections with other student leaders and nature.

The September 2023 program included an afternoon leadership challenge course, followed by an overnight stay at 9,500 ft. elevation at the MRS, an evening critical thinking seminar and an alpine hike in the Indian Peaks Wilderness Area. The group consisted of 11 students from the Leeds Business Leadership Certificate and President's Leadership Class.

The April 2024 day-trip program included a morning leadership challenge course, followed by a hike up Mount Sanitas. The group consisted of 14 students from three CFL affiliates and two US Air Force Academy cadets.

"By being able to be very reflective through out the whole journey, I was able to really see what styles I enjoyed the most, and what worked for us as a team to be able to accomplish what we wanted." --Student Participant

EXECUTIVE LEADERSHIP PROGRAM

This May, 10 participants engaged in the annual Leadership, Ethics, Executive Decision-Making (LEED): Executive Leadership Program, developed by the University of Colorado Boulder - Leeds School of Business and the Center for Leadership.

The program featured leadership and communication modules, exploring themes like crisis management and ethical leadership, with faculty facilitating discussions in a Socratic method. Participants from various industries, including technology and healthcare, engaged in experiential learning, deep discussions in small groups, building trust and sharing perspectives. The program concluded with coaching sessions addressing real-world problems, providing participants with actionable solutions and personal growth opportunities.

LEO HILL LEADERSHIP SPEAKER SERIES

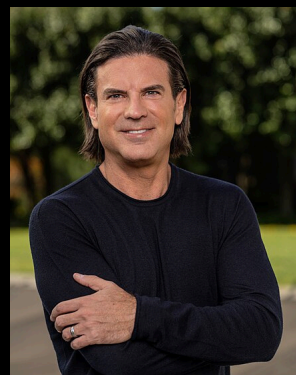
David Gergen, the eighth speaker for the Leo Hill Leadership Speaker Series, spoke to CU audiences on October 2nd. He shared his insights on effective leadership, which he drew from his experiences as a former U.S. presidential advisor for Nixon, Ford, Reagan, and Clinton. During his talk, he emphasized the importance of possessing qualities such as grit, humor, and empathy for effective leadership.

[Read more!](#)



LEADERSHIP SPEAKERS

On April 12, 2024, the Leeds School of Business hosted an enriching event with David J. Adelman, a prominent entrepreneur and investor, moderated by Dr. Stefanie Johnson. Adelman, CEO of Campus Apartments and co-founder of FS Investments, shared insights from his multifaceted career, emphasizing humility, self-awareness, and the importance of delegation and lifelong learning. His candid reflections on past mistakes and the value of reputation resonated deeply with students, who engaged in a lively Q&A session.



Coach Deion "Prime" Sanders delivered an inspiring keynote address at the 2024 CU Boulder Conference on World Affairs, in partnership with the Center for Leadership. Sanders shared his journey from professional athlete to head coach at CU Boulder, emphasizing resilience, authenticity, and the power of belief. He highlighted the importance of leadership, teamwork, and mentoring young athletes to achieve their full potential. His engaging talk resonated with the audience, motivating them to pursue excellence and overcome challenges. This event, a highlight of the conference, showcased Sanders' impactful message on leadership and personal growth.

The Leading EDGE Council hosted a discussion with Boulder Mayor, Aaron Brockett, at the Conference on World Affairs on April 10th, emphasizing the importance of youth empowerment in voting. He highlighted how local politics engage young voters beyond national elections, fostering community understanding. Student Brian Muriithi led a Q&A session, addressing concerns like youth voter apathy. Brockett emphasized educating youth on the voting process and bridging generational gaps for a smoother transition.





AMPLIFYING STUDENT STORIES

Dr. Stefanie K. Johnson presented her vision for the Center for Leadership at CU Boulder on Friday, October 13, at the Chancellor's Parent Leadership Society. Her presentation set the stage for a transformative future. Afterward, four Leading EDGE Council members shared their insights on a panel, highlighting their diverse leadership involvement at the University of Colorado Boulder through multiple affiliates.



On February 22nd, we had the privilege of sharing the stage with the Renée Crown Wellness Institute and CU Athletes at the CU Boulder Advancement All Staff meeting. Our Leading EDGE representative, Colin Hayes, had the opportunity to share his inspiring leadership journey and the profound impact the Center has had on his life with a packed room.

On the evening of Thursday, February 29, we had the honor of attending the Chancellor's Annual Summit. The summit celebrated and recognized the impact CU has had on student leaders. Speakers including Chancellor Philip DiStefano, Dr. Stefanie K. Johnson, Isaiah Chavous, Kavya Kannan, and Sydney Armstrong, one of our student leaders of the year, discussed the future of leadership.



On April 10, at the Conference on World Affairs, four student leaders participated in a panel discussion moderated by Seth Webb, Director of Experiential Education. They discussed challenges and solutions related to human-environment systems and how leaders can ensure the well-being of both people and the planet.

On May 16th, two student leaders had the opportunity to speak at the Chancellor's Loyal Donor Dinner. With over 400 guests in attendance, Brian Muriithi, a member of the Leading EDGE Council, presented alongside Cleo Braun, a participant in the Crawford Family WHOLE Student-Athlete Program and the Scripps Leadership and Career Development Program. We are delighted that our student leaders had the opportunity to share their story at this honorable event.



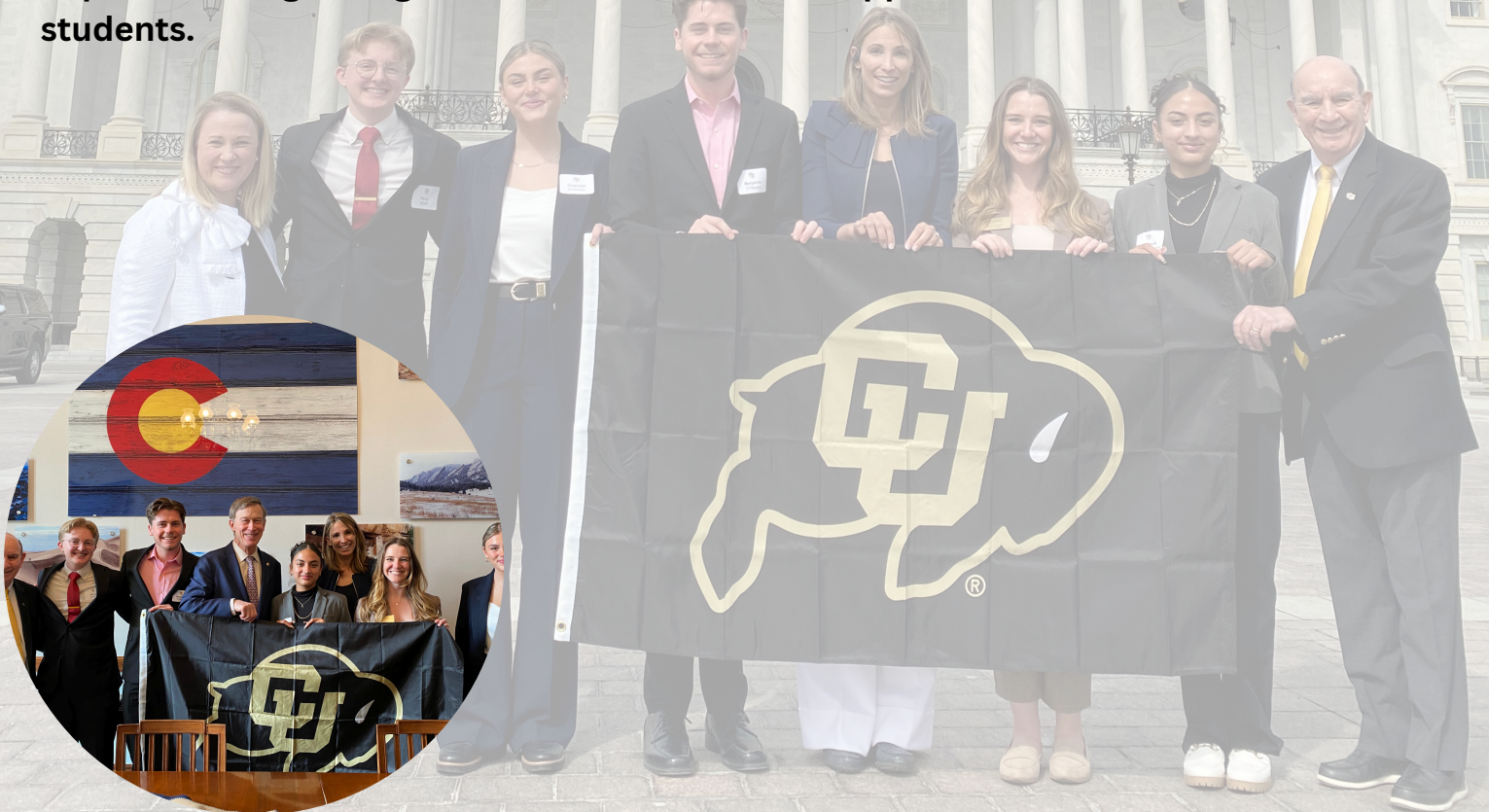
CU LEAD IN DC

In April, CU Boulder Chancellor Philip DiStefano, Director of the Center for Leadership Stefanie Johnson, and student leaders met with members of the Colorado congressional delegation and their staff in Washington, D.C. Two of the students were Center for Leadership Student Leaders of the Year and two were representatives from the Center for Leadership's Leading EDGE Council.



The visits and a “CU in D.C.” alumni reception are an annual occurrence to connect with students and alumni studying and working in the nation’s capital. Students were given the opportunity to meet with alumni and share their leadership journey and the impact the CFL has had on them.

In private meetings with Senators Michael Bennet and John Hickenlooper and Representative Brittany Pettersen, our Center for Leadership students were able to share their stories and have discussions on leadership. The students also participated in the discussions the Chancellor had to advocate for the importance of strong and consistent federal funding for research universities and the importance of growing the federal Pell Grant to support low- and middle-income students.



FALL

Chancellor DiStefano kicked-off this year's fall summit, by introducing Dr. Stefanie Johnson, the newly appointed director of the Center for Leadership. The event featured three CU Boulder research faculty members and a student research assistant. They delved into the impact their research has had on leadership development. Facilitating the conversation was Seth Webb, our director of Experiential Education. Panelists included Nancy C. Emery, Ph.D. Associate Professor, Department of Ecology & Evolutionary Biology, Miles Moore, Undergraduate Student, Department of Ecology & Evolutionary Biology, Stefanie Johnson, Ph.D., Director of the Center for Leadership, Associate Professor, Leeds School of Business, and Becky Komarek, Ph.D. Associate Director, Idea Forge, College of Engineering & Applied Science.



SPRING

The future of leadership was the topic of conversation at the Center for Leadership's 2024 Spring Summit on March 4. The hundred-plus people who attended the event had the opportunity to hear about upcoming events and suggest recommendations for future Leo Hill Speaker series. However, the event's prime focus and attention was towards the 2023-2024 Student Leaders of the Year.

The sixteen student leaders were each honored by receiving their awards from Stefanie Johnson, Director of the Center for Leadership. Their engagement in campus leadership programs, academic excellence, curiosity, exceptional service to the community – whether on campus or within the Boulder metro area – outstanding personal character and resilience, and their embodiment of the principles outlined in the Colorado Creed are all reasons these students were honored with the recognition of Student Leader of the Year.

Following the award recognition 7 student leaders', Samantha Lipka, Emily Peden, Rumi Natanzi, Angela Peña de Niz, Rain Michael, Jack Varsames and Colin Hayes, spoke as panel members on the discussion of the future of leadership. Their diverse experiences and perspectives as student leaders offered the audience valuable insights into the potential trajectories of leadership dynamics in the upcoming years.

PEACE CORPS PREP CERTIFICATE

The Peace Corps Prep (PCP) was relocated to be housed within the CU Boulder Center for Leadership in the fall of 2023, to align with global leader preparation, development, training, and experiential learning. The PCP is an undergraduate certificate program offering future U.S. Peace Corps Volunteer applicants sector-specific job skills, foreign language proficiency, intercultural competence, and professional leadership development skills. As an official Peace Corps Prep Program, earning the certificate is excellent preparation, and a likely advantage, for future Peace Corps Volunteer applicants.

Launched in fall 2018, and previously housed within CU Boulder Education Abroad, the program is open to all undergraduates at the University of Colorado Boulder, regardless of their major, minor, department, academic year or participation in other programs.

The mission of the Center for Leadership is to invest in the leadership potential of all students and develop ethical, impactful leaders. We look forward to this exciting new partnership with the Peace Corps and what it will mean for shaping tomorrow's leaders who will positively impact humanity!

In May 2024, CU Boulder was recognized as a top volunteer-producing university by the Peace Corps, coming in at No. 4 nationally among the top 25 schools producing volunteers since 2003. In all, 2,589 CU Boulder alumni have served abroad as Peace Corps volunteers since the agency's founding in 1961. Read more in this [CU Boulder Today article](#).



Speaking of rankings, did you know?

CU Boulder

has achieved a significant milestone by being listed in TIME Magazine's Top 100 Best Colleges for Future Leaders. This accomplishment propels us closer to our 2032 goal of becoming a nationally renowned destination for students seeking transformational leadership education.

AFFILIATE PROGRAMS


The Center for Leadership's affiliate model is a unique and defining characteristic of our strategy. The University of Colorado Boulder landscape is rich with leadership opportunities for students. The affiliate model allows us to connect to this network of leadership programs, and faculty and staff professionals. The affiliate partners know their students best, and collaborating with them helps us better invest in the leadership potential of all students and develop ethical, impactful leaders.

This year, the Center initiated a strategic campaign to gather information from affiliate partners to develop future initiatives. We understand that the affiliate model is a reciprocal relationship, and to best serve our affiliate partners, every affiliate organization will have the opportunity to provide insight and feedback through meetings, surveys, and focus groups.

These initiatives will have the goal of elevating leadership education across campus. Based on emerging themes from the campaign, we anticipate the initiatives may include aspects of development and evaluation of existing leadership offerings, financial support for programming, and knowledge-sharing among affiliate programs. With the campaign still underway, the specifics of the initiatives remain in development. The Center is looking forward to completing this campaign and creating initiatives in the 2024-2025 academic year.



Our affiliates reported the following successes from the year:



DALAI LAMA FELLOWS

The Dalai Lama Fellows (DLF) program at CU Boulder is hosted by the Crown Institute and offered to Leeds School of Business students. It is a local program, connected to the global Dalai Lama Fellows program. DFL is a unique one-year leadership program for emerging/ social change makers designed to help them cultivate self-awareness, resilience, and compassion; broaden their cultural perspectives; learn how to engage with complex systems; and work with local communities in sustainable ways.

Program Highlights:

- Conducted curricular and community-engaged work and events on campus. One of the notable community-engaged event was hosting Dr. Thupten Jinpa, long time English translator for His Holiness the Dalai Lama, at CU Boulder where he participated in a panel to talk about the movie Mission Joy, a movie based upon the CU Buffs One Read for this year The Book of Joy, and also hosted an open meditation session in Norlin Quad for everyone to participate.
- Students, faculty, and staff visited Dharamshala, India to get an audience with His Holiness the 14th Dalai Lama where they participated in a two-day conversation with His Holiness regarding compassionate leadership and the power of mindfulness and compassion in education. During this visit, they also engaged



with various Tibetan institutions present in the area to get a better understanding of the Tibetan diaspora communities and the government in exile.

- Strengthened the partnership between CU Boulder, University of Virginia, and Stanford University to advocate for the Dalai Lama Fellows program for changemakers around the globe as well as in their respective campus communities.

SCRIPPS LEADERSHIP & CAREER DEVELOPMENT

The Scripps Leadership and Career Development Program provides opportunities for student-athletes to explore their passions and leverage their experiences for ongoing personal and professional success.

Program Highlights:

- This year, the program focused on student-athletes understanding their transferable skills; skills, traits and characteristics needed to be successful in their sport and how they can then identify and use them in the classroom and, as they graduate, in their job. The idea of “transferable skills” was introduced in summer 2023 during the First Year Program, which brought all 80+ first year student athletes together via Zoom.
- The program offered several career events, including the annual student-athlete career fair, Women with Altitude (in conjunction with ESPN), and team visits with Downtown Boulder Partnerships and Google.
- Many student-athletes were enrolled in various academic classes that led them to the leadership minor.
- In partnership with the Student-Athlete Advisory Committee, and the athletic department’s CUnited and BolderBuffs, student-athletes had direct opportunities to be part of governance and leadership.

NAVAL ROTC

The Naval Reserve Officers Training Corps at the University of Colorado Boulder leads, organizes, and sets the conditions for all the Midshipmen, MECEPs, and STA-21s to successfully complete academic and commissioning requirements and prepare for service as officers in the United States Navy and United States Marine Corps.

Program Highlights:

- In fall 2023, freshman and sophomore students practiced the leadership and problem-solving skills they learned in the classroom at the Fall Field Training Exercise (FEX) and Leadership Reaction Course (LRC) at Jack's Valley in Colorado Springs. Also at Jack's Valley, in winter 2024, 50+ Marine Corps students navigated challenging winter conditions and conducted a field exercise.
- A record-breaking 420 students from across the country came to Boulder to compete at the annual "Colorado Meet," a competition- and skills-based event planned and run entirely by CU NROTC students.
- More than 50 Navy students conducted "Sea Trials," an annual training event meant



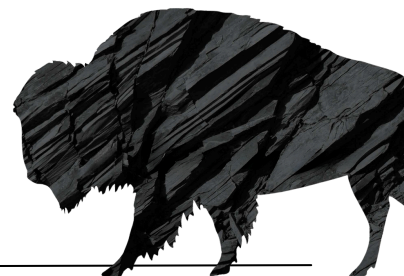
to create a stressful environment to test Midshipmen's leadership, followership, and quick thinking, and which serves as the culmination of everything they learned throughout the year. In addition to standard training, this year's Sea Trials included Naval Special Warfare and Explosive Ordinance Disposal training evolutions, where students practiced small unit patrolling, first aid, and problem-solving skills involving simulated Improvised Explosive Devices (IEDs).

BUSINESS LEADERSHIP CERTIFICATE

The Business Leadership Certificate is a popular and continuously improving program offered to the Leeds School of Business undergraduate students in various majors. With the aim to prepare students for future leadership, the program provides important and cutting-edge knowledge of leadership from scientific research, and emphasizes the personal growth and professional development of students.

Program Highlights:

- In the better structured program (with the modifications approved by the Leeds School of Business), students had access to more systematic and integrative knowledge of leadership and had opportunities to practice leadership concepts and theories.
- Students participated in Experiential Leadership Intensive, Boulder-CU Leadership Program, or various other experiential learning opportunities provided by Center of Leadership. Many thanks to the Center for Leadership for these awesome opportunities to our students!
- The faculty director of the program Tony Kong created a partnership with the Renée Crown Wellness Institute's Mindful Campus Program in order to offer more experiential opportunities of positive leadership to students.



CFL AFFILIATES

EDUCATION ABROAD

Education Abroad offers educational programs for University of Colorado Boulder students to study internationally.

Program Highlights:

- In the 2023-2024 academic year, 2,323 CU Boulder students went abroad on an official Education Abroad program
- In the 2023-2024 academic year, 567 students participated in a University of Colorado Boulder faculty-led program
- Participation rates in non-traditional locations are increasing, with 70% of students studying abroad in Europe, 9% in Latin America, 7% in Asia, and 6% in multi-site programs

LEARNING ASSISTANT PROGRAM

The CU Boulder LA Program provides opportunities for undergraduate students to become campus leaders by collaborating with faculty members to innovate instruction that aligns with students' identities and strengths. As they develop increased leadership throughout the program, they may become undergraduate LA Mentors, who support New LAs through one-on-one observations and individual and group coaching. Meanwhile, faculty members become leaders in instructional innovation as they work with one another, with their LAs, and with LA program staff to implement cutting edge instruction and test its effectiveness. In doing so, the LA program results in classroom environments that are more accessible and inclusive for a great diversity of students.

Program Highlights:

- In the 2023-2024 academic year, 364 Learning Assistants collaborated with 139 faculty to support approximately 20,000 students enrolled in 104 courses across 18 departments. Additionally, 40 LA Mentors continued to develop leadership skills by supporting the professional development of New and Returning LAs.
- Using experiences shared by LAs and LA Mentors, LA Program Directors supported and gave feedback to 139 faculty members who sought to incorporate LAs in their instructional innovations. In the past year, Theater and Dance ("African Dance" course) and Political Science ("Introduction to Comparative Politics" and "Capitalism and Its Critics" courses) began participating, with exciting potential outcomes.
- The LA program received a Diversity, Equity, and Inclusion (DEI) Impact grant from the office of the Senior Vice Chancellor for DEI, to increasingly diversify its undergraduate leadership community.



MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP

The Master of Science in Organizational Leadership is a fully online, asynchronous degree program that prepares working professionals to assume roles as dynamic leaders.

Program Highlights:

- Graduated its 500th student in Spring 2024
- Received approval for two new courses (Sports and Coaching Leadership and Leading Diversity, Equity, and Inclusion in Organizations) and five new areas of specialization (tracks), Executive Leadership; Diversity, Equity, and Inclusion in Organizations; Corporate Communications and Public Relations; Leading High-Achieving Teams; and Organizational Training and Development
- Instituted a scholarship program to help provide financial support for both incoming and continuing students

THE HERD LEADERSHIP COUNCIL

The Herd Leadership Council (also known as The Herd or HLC) is the student arm of the Alumni Association, and promotes inclusivity, camaraderie, philanthropy, volunteerism and Buffs pride among all CU students.

Program Highlights:

- Fundraised over \$3,500 for University of Colorado Boulder programs during Student Philanthropy Month, \$2,400 of which was donated to the Buffs for Frontline Service Employees support fund
- Launched Tag Days, a campus-wide philanthropy education campaign aimed at highlighting various giving campaigns through a series of tag-shaped lawn signs
- Hosted capstone programming, including the Nearly Naked Mile philanthropy race and clothing drive (1,700+ articles of clothing collected), Spirit Day in support of University of Colorado Boulder sports teams (4,300+ attendees), and Grad Bash to celebrate 2,800 graduates



LEADERSHIP STUDIES MINOR

A curricular minor, offered through the School of Education and available to students of all majors and colleges, that informs students about what the academic research says about leadership and support students who want to practice leadership.

Program Highlights:

- Graduated 131 students with the Leadership Studies Minor
- Held 24 sections of LEAD 1000 and 8 sections of LEAD 4000
- Launched new offerings: an online version of LEAD 4000; a Leadership through Sports version of LEAD 1000 (offered with the support of a Center for Leadership affiliate grant); in-class workshops through partnerships, including embodiment/movement workshops in LEAD 4000 with Ph.D. students in theater and dance, and disrupting rape culture workshops in LEAD 1000 with SPEAK.

AIR FORCE ROTC

The University of Colorado Boulder Air Force Reserve Officers Training Corps, Detachment 105, is the Nation's eighth largest AFROTC detachment and the Northwest region's largest detachment.

Program Highlights:

- Cadets led over 150 hours of instruction and engaged in 232 flight hours in the cadet-run flight simulation room
- Prepared 50 cadets for summer field training
- Twenty-six cadets were commissioned into the Air Force and two were commissioned into the Space Force, spanning 13 unique career fields



STUDENT ACADEMIC SUCCESS CENTER

The Student Academic Success Center is a multi-cultural academic learning community that supports students' academic, professional, and personal development through outstanding instruction, collaborative learning, community engagement and leadership development.

Program Highlights:

- In the 2023-2024 academic year, the Student Academic Success Center (SASC) successfully piloted SASC Leadership Peer Mentors positions. These positions were largely centered on how the program communicates with SASC students about diverse leadership opportunities in the department and at CU Boulder as well as promoting the value of pursuing the Leadership Studies Minor. SASC has already hired two Leadership Peer Mentors for the 2024-2025 academic year and plans to build on the successful pilot to continue growing the program's reach.
- Leadership Peer Mentors were instrumental in planning and serving as panelists for a spring "Be SASC" event that focused on leadership journeys and insights for students who are exploring their own leadership identities.
- SASC student leaders Kaia Gonzalez and Baneen Al Yasiri participated on a panel for the Women's Leadership Symposium at CU Boulder this spring that focused on intergenerational leadership in SASC from a student and alum perspective.



LEEDS SCHOLARS PROGRAM

The Leeds Scholars Program is an honors and leadership program for top-achieving undergrad students at Leeds School of Business. The program provides a rigorous academic community of peers, leadership training, mentorship opportunities, a merit scholarship, global enrichment, as well as specialized advising and professional development.

Program Highlights:

- First-year students collaborated on projects with Showa Women's University in Tokyo, presenting their joint research in Japan.
- The second-year cohort implemented year-long community outreach projects, including STEM programming for middle school girls, financial literacy programs, outdoor access for underrepresented high school students, and a "heel race" which raised money to support women in homeless shelters.

STUDENT LEADERS OF THE YEAR

The CU Boulder Student Leaders of the Year awards celebrate individuals who are part of campus leadership programs and have shown academic excellence and intellectual curiosity, active involvement in campus leadership programs, exceptional service to the community, outstanding character and personal resilience, and a strong embodiment of the Colorado Creed. **This year, sixteen different leadership programs recognized students with this annual honor.**



Kaela Gero
Leeds Scholars Program



Angela Peña de Niz
Presidents Leadership Class



Sydney Armstrong
CU GOLD



Percy Smith
Engineering Leadership Program



Nicole Woods
Air Force ROTC



Bianca Rubini-Tapernoux
Conference on World Affairs



Jack Varsames
Outdoor Pursuits



Adriona Salgado
Student Academic Success Center



Emily Peden
Learning Assistant Program



Ben O'Meara
Residence Hall Association



Meghan Fall
Volunteer Resource Center



Rain Michael
Leadership Studies Minor



Samantha Lipka
Scripps Athletic
Leadership Program



Rumi Natanzi
Leadership and Community
Engagement Major



Colin Hayes
Naval ROTC



Veronica Estrada
Multicultural Leadership
Scholars

SHARING THE WEALTH

The Center for Leadership provided fifty thousand dollars in financial resources to assist programs in launching new efforts, continuing successful programming, and/or improving upon existing initiatives through funding research seed grants and affiliate enrichment. The following list highlights the affiliates that received financial support from the CFL.



The Center for Leadership funded the Master of Science in Organizational Leadership program to incorporate a new activity focused on Diversity, Equity, and Inclusion (DEI) in Leadership. This virtual event included a guest speaker and a facilitated Canvas discussion module.



The Center for Leadership funded Laura Moore as a part-time instructor for the Multicultural Leadership Scholars (MLS) Program at CU Boulder. Laura, a former MLS graduate, provided mentorship and instruction, supporting mental health and fostered an inclusive learning environment.



The Center for Leadership provided funding for the Spring 2024 LA Poster Session. This event enabled first-semester Learning Assistants (LAs) to share their insights and promote inclusive teaching practices. The session enhanced the visibility of the Center for Leadership and helped recruit more participants for its programs.



The Center for Leadership funded the Volunteer Resource Center's Winter Break service trip to Fort Myers, Florida for hurricane relief efforts. The trip aimed to reach a broader group of students by offering service opportunities outside the usual Spring Break period and included 12 students with goals of advancing students on the Active Citizen Continuum and committing to impactful community service.



The Center for Leadership funded scholarships for Education Abroad students affiliated with the Center for Leadership who demonstrated financial need. This financial support helped offset costs for immersive overseas or CU in D.C. learning experiences.



The Center for Leadership provided funding for CU GOLD's Applied Leadership Practice weekend retreat at the YMCA of the Rockies in Estes Park during the Spring 2024 semester. The retreat was previously exclusive to the Core Leadership Program (CLP) but now included ALP participants. It aimed to enhance students' leadership skills and promote personal growth.



The Center for Leadership funded a specialized section of the Leadership Studies Minor's LEAD 1000: Becoming a Leader course focused on "Leadership through Sport" for Spring 2024. This partnership between the LSM and the Scripps Leadership & Career Development Program aimed to meet the learning needs of student athletes and those interested in leadership within the context of sport and society.



The Center for Leadership funded the Student Academic Success Center (SASC) Leadership Peer Mentor Initiative to promote leadership opportunities for SASC students at CU Boulder. The initiative supported two Leadership Peer Mentors and a workshop series with the Right Use of Power Institute (RUPI) to explore power dynamics in leadership roles.

COMMUNITY PARTNERSHIPS

Peak to Peak Leadership, a Boulder-based non-profit established by CU alumna Christy Orris and her husband Jay in 2011, has been a steadfast partner of the University of Colorado Boulder Leeds School of Business since its inception. Over the past four years, Peak to Peak has collaborated closely with the Center for Leadership, engaging students from various programs including the President's Leadership Class and Air Force ROTC. Through their innovative Socratic discussion model, Peak to Peak fosters deep exploration of core values, preparing student leaders to make impactful decisions. Their no-fee approach and customizable programs make them an invaluable addition to any educational initiative seeking to enhance leadership development.



PEAK TO PEAK

— l e a d e r s h i p —

In 2022, the CU Boulder Center for Leadership and the United States Air Force Academy Center for Character and Leadership Development (USAFA-CCLD) established an Educational Partnership Agreement. The agreement focused on student and cadet exchange, and the sharing of best practices in leadership development and research. As part of this partnership, the Center for Leadership hosted the USAFA CCLD in January to discuss future leader development, which led to stimulating conversations. Subsequently, in April, Seth Webb, CFL Director of Experiential Education, along with Anthony Price, Director of Recreation Services, Nicole LaRocque, Associate Director of Recreation Services, Emily Cosnett, Assistant Director of Outdoor Pursuits-Recreation Services, and Max Garver, Senior Challenge Course Coordinator of Outdoor Pursuits-Recreation Services, visited the USAFA-CCLD, engaging in discussions on experiential learning at the Outdoor Leadership Complex (OLC) and participated in the Leader Challenge Tower. They discussed methodologies of data collection and learning outcomes assessment using the Leadership Observation Tool.





KNOWLEDGE

The Center for Leadership at the University of Colorado Boulder is at the forefront of cutting-edge research in leadership, focusing on both theoretical advancements and practical applications across various disciplines. Our main focus when it comes to research is understanding the impact of our programs at CU. We use this work to guide the decisions we make in how to best develop our student leaders, such as with our [coaching study](#). We also conduct academic research in a variety of domains on leadership.

Here's an overview of the other research being conducted:

1. **Leadership Development:** Research at the center explores innovative approaches to leadership development, examining how leaders can be nurtured and trained effectively. This includes studies on leadership competencies, skills development, and the impact of leadership programs on individuals and organizations.
2. **Leadership Performance:** A critical area of focus is how to support leaders to perform at their best, including how to lead effectively in times of stress and crisis.
3. **Inclusive Leadership:** The center is committed to researching leadership in diverse contexts, emphasizing the importance of inclusive leadership practices. Studies explore how diversity influences leadership effectiveness, strategies for promoting inclusivity in leadership roles, and the impact of inclusive leadership on organizational outcomes.
4. **Carnegie-Leadership in Higher Education:** Given its institutional context, research also examines leadership within higher education institutions themselves. This includes studies on academic leadership, governance structures, leadership challenges in universities, and the impact of leadership on student success and institutional effectiveness.
5. **Safety Leadership:** We study how to maximize employee safety through effective leadership. Safety leadership can truly change organizational culture and improve safety outcomes.
6. **Future of Leadership:** The Center is dedicated to researching leadership's role in driving positive social change and community impact. The future of leadership will need to focus on practices that contribute to sustainable development, social responsibility, and community resilience.

Through interdisciplinary collaboration and partnerships with industry and community stakeholders, the Center for Leadership at CU Boulder contributes to advancing knowledge in leadership studies while preparing the next generation of leaders to tackle complex challenges in a rapidly evolving world.

Check out a couple of our latest papers on our [Our Work](#) page!

Lacerenza, C. N., Johnson, S. K., Lambert, B., & Van Wagoner, H. P. (2024). The benefits of inclusive organizational behavior: Why diversity climate improves mental health and retention among women during a crisis. *Journal of Organizational Behavior*.

Woods, A., Zajac, S. A., Middleton, E. D., Cavanaugh, K. J., Hayes, W. C., Johnson, S. K., & Holladay, C. L. (2024). Doing the work: The role of inclusive leadership in promoting psychological safety and openness to diversity through diversity, equity, and inclusion practices. *Psychology of Leaders and Leadership*, 27, 115-142.

Schwatka, N. V., Johnson, S., K. & Schilz, M. (2023). Shared leadership for Total Worker Health in the construction industry. *Journal of Occupational and Environmental Medicine*, 65(5), e290-e297.



On August 14, 2024, the University of Colorado Boulder will host "The Leadership Colorado Needs," a professional development event for leadership practitioners. Organized by the Boettcher Foundation and CU Boulder's Center for Leadership, the summit includes a keynote by a leadership futurist, networking lunch, breakout sessions, and an evening reception. This event aims to foster greater collaboration across Colorado's leadership ecosystem. Details on breakout session topics will be available on the event website.

On August 14-15, 2024, CU Boulder will also host the Future Forward Leadership Summit, chaired by Dr. Stefanie K. Johnson and organized by the International Leadership Association. This summit will address the major challenges and opportunities in leadership for the next 25 years. Keynote speakers include Theo Edmonds and Rebecca Reichard. Participants will contribute to journal issues, attend follow-up sessions, and join podcasts. The event aims to shape the future of leadership research and practice globally.

For more details and registration, visit the official event pages.

- [The Leadership Colorado Needs](#)
- [ILA Future Forward Leadership Summit](#)



River Conservation Leadership Intensive



From August 19-23, 2024, 12 undergraduate students will participate in an immersive adventure at Dinosaur National Monument. They will learn about multi-day whitewater rafting, Leave No Trace camping, and leadership skills in teamwork and decision-making. The program includes field discussions on river conservation, ecology, policy and Indigenous knowledge. This enriching experience blends outdoor education with leadership development and environmental awareness.

PATH AHEAD

Chancellor Philip DiStefano Joins Center for Leadership After Retiring

After a remarkable tenure as Chancellor, Philip DiStefano is set to retire and transition into new roles within the University of Colorado Boulder community starting in July. DiStefano, who has been a pivotal figure in the university's growth and development, will be joining the Center for Leadership as Senior Executive Director. His new position will allow him to continue contributing to the university's mission, focusing on nurturing the next generation of leaders.

During his time as Chancellor, DiStefano significantly enhanced the university's academic excellence, diversity, and community engagement, solidifying its reputation as a leading institution for research and higher education.

In his new role at the Center for Leadership, DiStefano will leverage his extensive experience and insights to mentor and guide emerging leaders. The Center for Leadership is dedicated to developing leadership skills among students, faculty, and staff, and DiStefano's involvement is expected to significantly enhance its programs and initiatives.

In addition to his work at the Center for Leadership, DiStefano will return to the School of Education as faculty, continuing to influence and support the CU Boulder community.

DiStefano's transition is celebrated as a positive step for the university, with many anticipating the lasting impact he will have in his new roles. His leadership and vision will undoubtedly continue to inspire and shape the future of the Center for Leadership at CU Boulder.

WE MOVED!

The Center for Leadership has recently relocated from the Carlson Gymnasium to the Center for Community! This move signifies a deliberate shift to a more student-oriented location aimed at providing enhanced support to all members of the CU Boulder community. The new location offers a conducive environment for students to spend time, houses a leadership lending library, and provides increased opportunities for students to engage with various leadership programs available on campus.



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