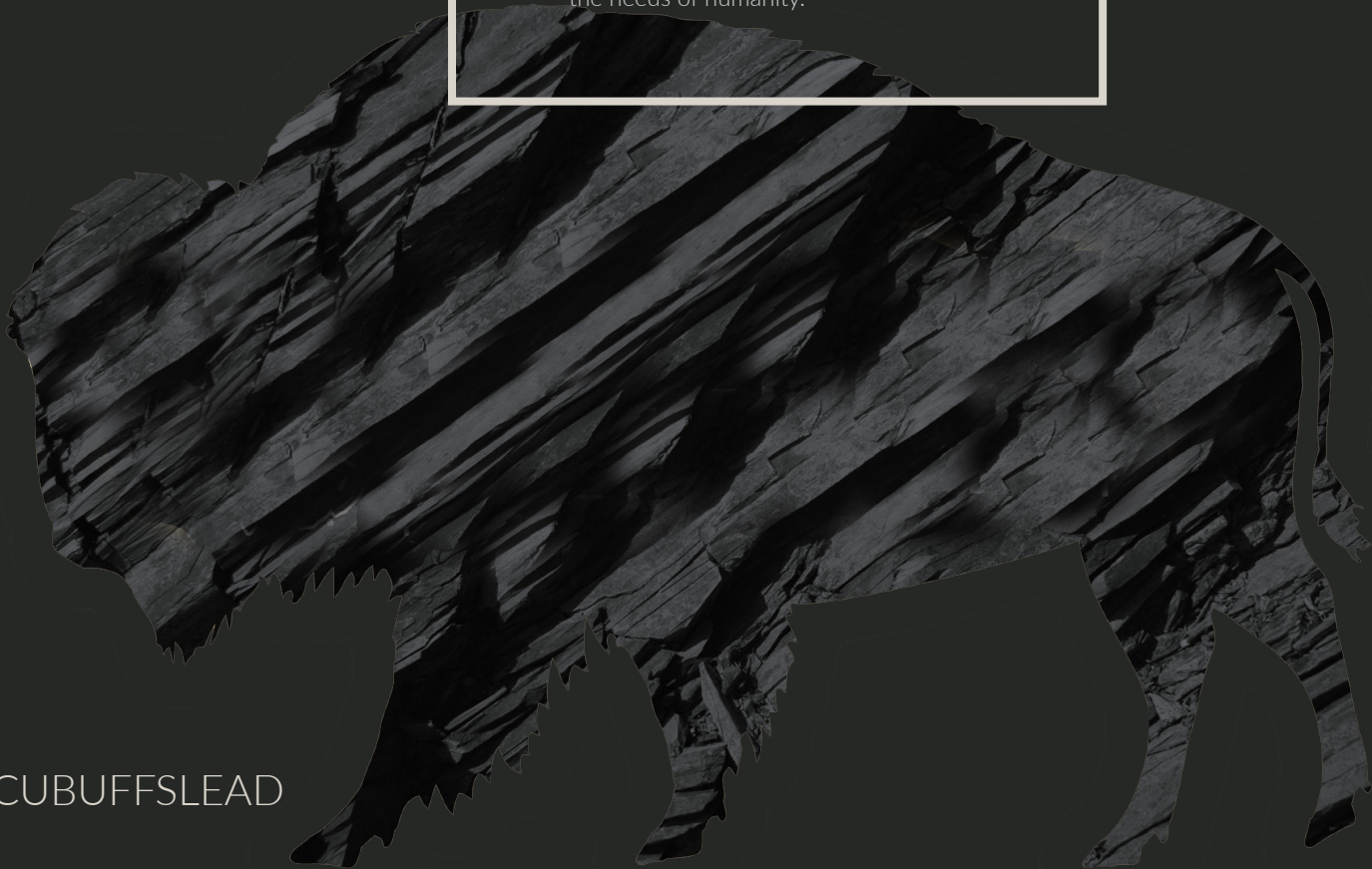


2022-2023

# CENTER FOR LEADERSHIP CU BOULDER

Where students develop into leaders of  
character who have the ability to meet  
the needs of humanity.

#HOWCUBUFFSLEAD



WELCOME

This is the first edition of the Center for Leadership Annual Report. Key events, innovations, collaborations, and other contributions of the Center and its affiliate programs occurring over the past academic year will be published each summer.

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# FROM THE DIRECTOR

As I reflect on the Center for Leadership's achievements over the past year, I am proud that we have established a firm foundation for becoming a nationally renowned destination for students seeking a transformational leadership education.

The Center's efforts support, connect and elevate leadership programs, resources and research across the university to prepare tomorrow's leaders to address society's most pressing challenges.

This year, the Center hosted talented speakers including entrepreneur Molly Bloom, author of "Molly's Game," and Rose Marcario, former CEO of Patagonia, to share their stories and insights before sizeable crowds at Macky Auditorium.

The Center awarded \$40,000 to affiliate programs to develop and continue leadership programs and to seed leadership research.

The coaching program connected 23 students to 15 professional leadership coaches to further develop leadership behaviors and conducted a research study evaluating the effectiveness of leadership coaching. Meanwhile, the Boulder-CU Leadership Program matched 30 mentors with 37 students over the course of the year, building connections between outstanding community members and undergraduates eager to learn from their experiences.

The Center hosted a two-day immersive group experience in the Colorado mountains, called the Experiential Leadership Intensive, to help students develop leadership skills and critical thinking. The program, now in its third year, included 12 students from six different affiliated programs.

We also recognized nine students from across campus as Student Leaders of the Year – a confirmation that students are interested and invested in deepening their knowledge and practicing their skills across various facets of leadership.

Behind the scenes, our Board of Advisors and staff developed an ambitious strategic plan – a first for the Center for Leadership -- to guide its future. And we were pleased to have more than 30 campus affiliates recommit to CFL this spring, setting the stage for continued growth and evolution of all our programs.

I also am pleased to share that Dr. Stefanie Johnson will return to CU Boulder this fall as our next director of the Center for Leadership. I know she will build on this positive momentum to advance the center into its next era.

I remain grateful for the vital and ongoing contributions of Acting Associate Executive Director Seth Webb, the Board of Advisors, the Executive Committee, and the staff members who sustain the programs that are doing so much good on our campus.

And I'm thankful for each person who has generously supported the Center for Leadership by sharing their time and insights with our students. I welcome you to remain involved as we work together to create a world where leaders of character meet the needs of humanity.

With gratitude,

**Chancellor Philip P. DiStefano**  
**Newton Endowed Chair in Leadership**



# THE PEOPLE AT THE CENTER OF IT ALL



## EXECUTIVE COMMITTEE

Scott E. Battle  
Dean & Vice Provost, Division of Continuing Education

David Callan  
Director, Scripps Leadership & Career Development for Student-Athletes

Emily Cosnett  
Assistant Director, Outdoor Pursuits

Philip P. DiStefano  
Chancellor, University of Colorado Boulder

Ronald Duren, Jr.  
Teaching Assistant Professor, Engineering Management Program

Jessi Follett  
Program Coordinator, Center for Leadership & Presidents Leadership Class

Jessie Kasynski  
Assistant Director, Presidents Leadership Class

Walt Morgan  
Leadership Instructor & Coaching Program Liaison

Kira Pasquesi  
Program Director & Instructor, Leadership Studies Minor

Corinna Rohse  
Director, Student Academic Success Center

Bradley Spears  
Colonel, USAF & Commander, AFROTC

Angela Thieman Dino  
Teaching Associate Professor, Engineering Leadership Program

Seth Webb  
Acting Associate Executive Director & Director of Experiential Education, Center for Leadership

Colin G. West  
Teaching Assistant Professor, Department of Physics

Hannah Wood  
Interim Associate Director of Operations and Programs, Conference on World Affairs

\* ACTING EXECUTIVE DIRECTOR

**CHANCELLOR PHILIP DISTEFANO**

\* ACTING ASSOCIATE EXECUTIVE DIRECTOR

**SETH WEBB**

\* PROGRAM COORDINATOR

**JESSI FOLLETT**

\* COMMUNICATIONS COORDINATOR

**BRAD SPEARS**

\* COMMUNITY COORDINATOR

**JESSIE KASYNSKI**

\* CHAIRMAN OF THE BOARD OF ADVISORS

**ALAN ROGERS**

\* VICE CHAIR OF THE BOARD

**CHRISTY ORRIS**





Center for Leadership  
UNIVERSITY OF COLORADO BOULDER

### Vision

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

### Mission Statement

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

### Values & Guiding Principles

**Excellence** - We strive for outstanding performance in ourselves and others. Excellence is a process, and we focus on improving through collaboration with others.

**Open-Mindedness** - We actively seek out new people, ideas, information, and arguments. We make a concerted effort to try new things and consider new ideas in order to learn.

**Respect for Others** - We respect the rights, differences, and dignity of everyone. We value the strength that diverse perspectives bring to our team efforts.

**Honesty and Integrity** - We speak and act consistent with the highest ethical standards. We strive to do the right thing, at the right time, for the right reasons, regardless of the consequences for ourselves.

**Commitment** - We are dedicated to our mission and tenacious in the face of obstacles. We are passionate and persistent in pursuit of long-term goals.

### Stance on Leadership

#### What We Believe

We believe that communities require and deserve ethical and effective leaders, and that universities have a responsibility to shape tomorrow's leaders. We believe that everyone can be a leader. We believe in developing leaders with character that take on a growth-mindset as they seek to elevate their performance and enhance their community. We believe in developing leaders that understand and uphold the values of our democracy. Our job at the Center for Leadership is to support, connect, and elevate leadership programs, resources, and research across the university.

#### How We Develop Leaders

The Center for Leadership endorses an Assess, Learn, Practice, and Reflect approach to leadership development. We recognize that leadership development is an iterative process that is unique to each person and their goals.

#### Who We Support

The Center for Leadership works to help all students reach their leadership potential. Beyond students, the Center for Leadership engages faculty, staff, and the broader external community to empower individuals in their leadership development so they can have a greater impact around the world.

### 10-Year Goal

The University of Colorado Boulder will be the nationally renowned destination for students seeking transformational leadership education.

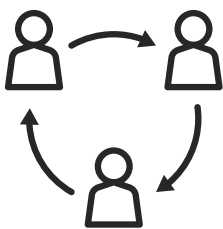
### Strategic Pillars

- Leadership Community
- Research / Academic Excellence
- Resources
- Experiential Education
- Communication

# STRATEGIC PLAN

On November 15, 2022, the Center for Leadership Board of Advisors endorsed the strategic plan authored over months with the help of the consultants from Disruption Advisors. The Chancellor subsequently approved the plan. The pillars below encompass the priorities outlined in the plan and will guide decision-making and programming for the next ten years.

# PILLARS OF THE PLAN



## LEADERSHIP COMMUNITY

We will connect and enrich the leadership work on our campus, in our community, and across our state, region, nation, and world.



## EXPERIENTIAL EDUCATION

We are committed to creating and supporting tangible, inclusive experiences that deepen leadership development learning.



## RESEARCH & ACADEMIC EXCELLENCE

We will be a case study of excellence in academically developing leaders and pushing the field of leadership research forward.



## COMMUNICATION

We will focus on branding and marketing to tell better the story of the Center for Leadership and to attract students and partners.



## RESOURCES

We will secure the resources needed to support our work, such as staff, facilities, and funding.

# COMMUNITY PROGRAMS EXPERIENCE RESOURCES

## CONTINUING TO GROW

This year we continued with foundational Center for Leadership programming such as the Leo Hill Speaker Series. We also took the opportunity to grow in terms of our affiliate relationships, our role at CU, and how we can provide support for the campus community. Our experiential programming continues to expand as we hope to expose as many students as possible to leadership education.

Campus Affiliates

Leo Hill Speaker Series

Take the Lead

Student Leaders of the Year

Boulder - CU Leadership Program (BCLP)

Certified Coaching Program

Experiential Learning Intensive (ELI)

Seed grants and Affiliate Enrichment

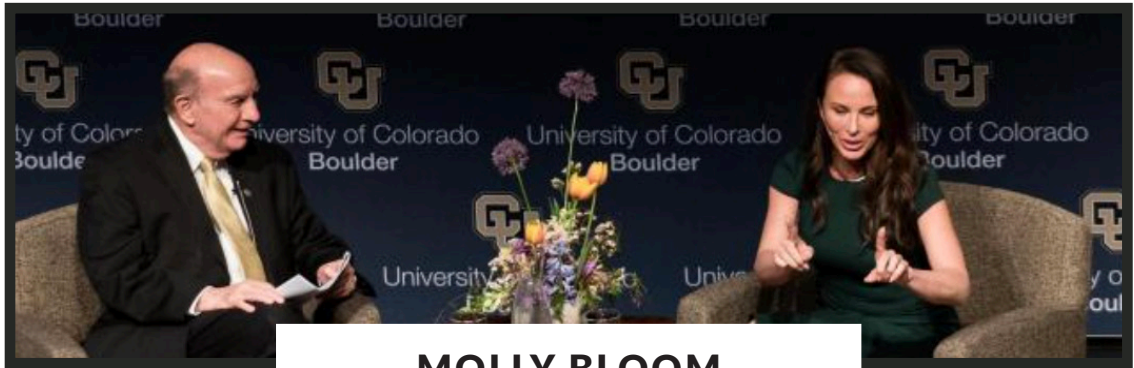


## OUR CAMPUS RELATIONSHIPS

The Center for Leadership has relationships with many active programs, organizations, centers, groups, and departments across campus. This relationship can look different depending on the benefits that are realized by the participants. Active programs receive the greatest benefit as they serve a community of students who can engage with the Center and its opportunities. The Center also benefits greatly from the investment of actively participating programs. The reciprocal relationship is briefly captured below.

## GIVE AND TAKE

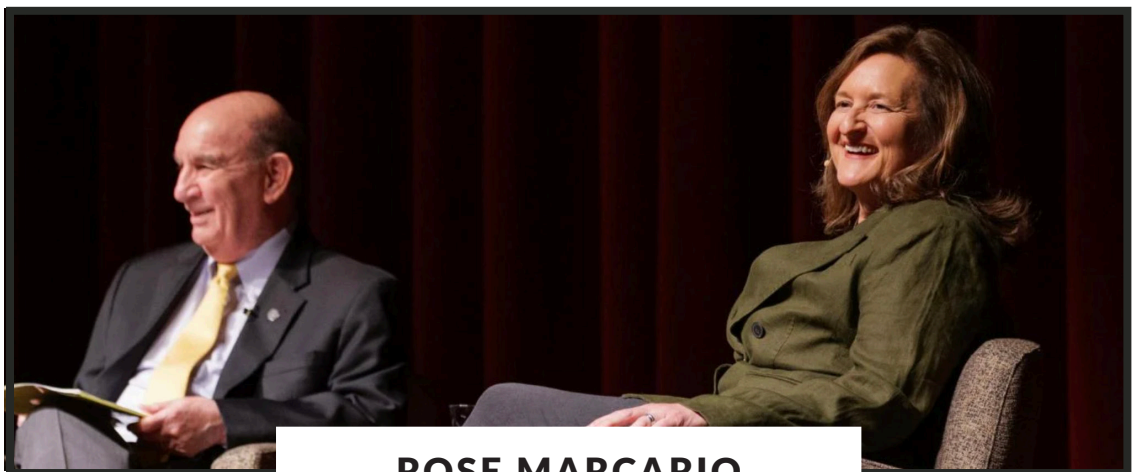
Center for Leadership Commitment	Active Organization Commitment
Provide a <b>Center for Leadership directory</b> of contacts, information about programs, etc. to assist with advising, communication, collaboration, and student development	<b>Provide one dedicated point of contact</b> ; provide information about your program/organization for the Center For Leadership directory
<b>Commit to DEI</b> (IDEA plan goals) per University-wide goals; will pursue DEI efforts, as well as <b>publish the efforts and successes of active organizations</b> in the annual report	<b>Commit to DEI</b> (IDEA plan goals) per University-wide goals; <b>share DEI efforts and successes for the annual report</b> ; share best practices for the best outcomes for CU Boulder students
<b>Focus on mental health and wellness</b> per University-wide goals; integrate mental health awareness into programming for CFL staff, faculty, and students; encourage the use of mental health resources to all organizations and students	<b>Focus on mental health and wellness</b> per University-wide goals and integrate mental health awareness into programming for staff, faculty, and students
Provide, coordinate, and encourage collaboration in <b>experiential learning opportunities</b> for affiliates	<b>Provide experiential opportunities</b> to your program students and collaborate with other affiliates when possible
<b>Promote and elevate active programs</b> , events, offerings, recruitment, membership, etc.	<b>Promote the Center For Leadership and other active program events</b> and offerings to students to encourage exposure to different perspectives and ways of learning
<b>Provide supervisory guidance, leadership development, and limited scholarships to the Leading EDGE Council</b>	<b>Recruit a least one student representative to serve on the Leading EDGE Council</b>
Disseminate <b>monthly newsletter</b> to communicate CFL and affiliate news and events	Commit to reading CFL monthly newsletter and to <b>reciprocal communication of events/offerings</b> across CFL and its affiliates in coordination with the Center's communication plan
<b>Host annual events</b> for program leadership and student members – e.g., Leadership Practitioner Best Practices; Spring Student Leaders Of the Year Panel; Leo Hill Speaker Series; offer preferred registration/seats for affiliates at CFL events	<b>Attendance by directors, employees, students, etc.</b> , at CFL events – Send at least 3 students and 1 professional staff/faculty
<b>Collaborate on professional/leadership development opportunities</b> for program staff/faculty to ensure CU is on the leading edge of leadership development practices	<b>Collaborate on professional/leadership development opportunities</b> for program staff/faculty to ensure CU is on the leading edge of leadership development practices
<b>Publish an annual report</b> distributed to all affiliates and posted on the website	<b>Submit an annual progress report to inform the content</b> of CFL's annual report
Provide <b>annual funding opportunities</b> for research seed grants and affiliate enrichment grants; oversee grant reporting process to maintain the integrity of affiliate funding practices	<b>Encourage applications for research seed grants and/or affiliate enrichment grants</b> ; support the review/awarding of grants; ensure affiliate awardees provide required grant reports
Offer <b>scholarship funding</b> for students participating in CFL programming and officers on the <b>Leading EDGE Council</b>	Disseminate information on CFL funding/participation opportunities; encourage participation
Offer <b>experiential education and leadership development opportunities</b> – e.g., ELI Weekends, BCLP Mentoring, Leadership Coaching, and Leadership Reaction Course	Disseminate information on, and <b>encourage participation in, CFL's experiential education and leadership development opportunities</b>
<b>Oversee the affiliate membership</b> process to maintain the integrity of the Center for Leadership affiliation	Be an <b>official unit of the university</b> (center, organization, registered student group, etc.); agree to CFL's affiliate expectations



**MOLLY BLOOM**

In February, at CU Boulder’s Macky Auditorium, alumna Molly Bloom shared stories of her notorious past running big-money private poker games, the art of reinvention and the importance of believing in yourself. With her parents and one brother—Olympian, former professional football player, and CU Boulder alumnus Jeremy Bloom—in the audience, Bloom discussed her own journey and personal transformation without sugarcoating details of her tabloid past. But that was nine years ago. Today, Bloom is a sought-after speaker and new parent trying to juggle life-work balance and hone in on her purpose.

## LEO HILL SPEAKER SERIES



**ROSE MARCARIO**

On April 13th, the Center for Leadership partnered with the Conference on World Affairs (CWA) and the Leo Hill Leadership Speaker Series to host Rose Marcario at Macky Auditorium. Marcario, the former CEO and President of Patagonia, Inc., now serves as a founding partner with ReGen Ventures, member of multiple boards, and an advisor to environmental impact companies. Marcario advised students to consider their current circles of influence such as family, friends, and workplace, and how they can inspire positive change in those groups. The most crucial step is to exercise your right to vote. Moreover, it is essential to be aware of the concerns prevailing in your community and take action by supporting, donating, and volunteering in those areas.

# BRINGING LEADERS TO CAMPUS

## TAKING THE LEAD

To extend our appreciation to all the students who participated in our programs, the community members who devoted their time to support the Center, and the University staff and affiliated members who contributed to the success of the Center, we highlighted gratitude in our “Taking the Lead” event this spring.

The evening commenced with Chancellor Philip DiStefano warmly welcoming guests and expressing his appreciation for the Center’s achievements over the past year. These include the approval of the Strategic Plan, the recommitment of over 30 affiliates to the Center, and the successful hosting of our mentorship, coaching, and experiential programs.

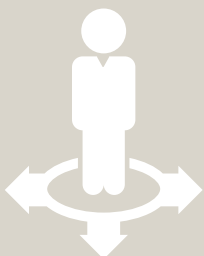
During the event Colorado’s Attorney General, Phil Weiser, discussed his three pillars for successful leadership. He emphasized the importance of granting oneself permission to fail and not judging oneself for it. Next he stressed the importance of being open to experimentation. Weiser shared how his willingness to explore alternative options led him to discover his passion for teaching, even though it wasn’t his initial career plan.

Finally, Weiser advised all students to find a mentor. Whether it is a formal mentorship program, such as the Center for Leadership’s Boulder-CU Leadership Program, or a valued professor or a university staff member, it is essential to have someone who knows and cares for you to help with major life decisions and act as a guide throughout your life. Weiser emphasized that mentorship provides as much, if not more, value to the mentor than the mentee in many instances.

During the question and answer session, Weiser welcomed questions from the audience. One attendee raised concerns about the immense pressure students face to choose the right path and avoid failure. Weiser’s response was reassuring, stating that nobody truly has everything “figured out” and those who claim to, are lying. He acknowledged the impressive achievements of those in the room and advised against shying away from risks due to the fear of failure; success can never be achieved without taking chances. When pressed about his approach to learning from failure, Weiser recommended adopting a “growth mindset” and being willing to receive feedback.

He also addressed questions on mentorship and networking, emphasizing the value of building a strong relationship with the individual, being open to learning, putting in the effort, and putting down your phone. He said that opportunities are missed while your head is buried in your social media. Instead, be present, meet new people, and make significant connections.

In his closing statement, Weiser defined success as finding purpose and excitement in one’s job and working with a high-functioning, diverse team that can make an impact for the common good.



**AG PHIL WEISER**



**Anya Aidan**  
Leeds Scholars



**Matthew Miranda**  
CU GOLD



**Natalie Peters**  
Army ROTC



**Sabrina Lasica**  
Outdoor Pursuits Program



**Savannah Perry**  
Scripps Leadership and Career  
Development Program

## NINE STUDENTS NINE PROGRAMS ENDLESS POTENTIAL

Each year our affiliates are invited to elect a Student Leader of the Year (SLOY) from their program. This year, nine different leadership development programs awarded their respective students the annual honor. The SLOY winners received recognition from Chancellor DiStefano at the Leo Hill Speaker Series reception and were highlighted at the Molly Bloom talk later that evening.

The CU Boulder Student Leaders of the Year awards recognize those individuals participating in campus leadership programs who have demonstrated:

- Academic excellence and intellectual curiosity
- Extraordinary participation within campus leadership programs
- Exceptional service to the community, either campus or Boulder area
- Outstanding character and personal resilience
- Exemplary embodiment of the Colorado Creed

#HOWCUBUFFSLEAD



Caitlyn Mendik  
Presidents Leadership Class

*“Leadership is the ability to be thoughtful, attentive, and agile - capable of making quick decisions while putting the best intention of the group or goal first.”*



Nicholas Tamayo  
Multicultural Leadership Scholars

*“Leadership is a process through which communities are able to unite and effect change locally, nationally, and globally through a collective understanding of their message and the value of each and every member of the movement.”*



Cade Ponder  
Engineering Leadership Program

*“To be a leader is to be conscious of how you influence others: the way you show up for yourself, those around you, and those you work with is reflected in not only performance metrics, but more importantly in the way you uplift others.”*



Anneliese Fantini  
Air Force ROTC

*“Leadership is being able to inspire others without having to ask.”*

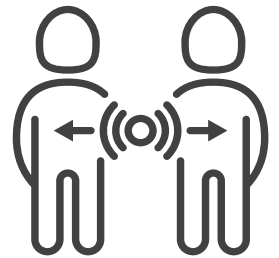
# CONNECT & GUIDE

The Center for Leadership has collaborated with the Downtown Boulder Partnership and the Boulder Chamber of Commerce to successfully run a town-gown mentoring program for the past three years. Together, the three entities provide opportunities for current CU undergrads to partner with professionals in the Boulder community for mentoring experiences. The Downtown Boulder Partnership and the Boulder Chamber seek to give back valuable and practical leadership experiences to the

Boulder community and CU's leadership students while increasing the partnership and engagement between the community and the University of Colorado.



*"Engaging in this mentorship has been an incredibly valuable and enlightening experience. Through our interactions, I have enriched my understanding of leadership and added skills to my leadership toolkit."*



The Center for Leadership is excited to offer a one-on-one Leadership Coaching Program for students at no cost to the student. The CFL Coaching Program started with 18 students in year one. In year two, the program expanded to 23 students. In year three, hopes are to grow the program to 50 students and 25 coaches. Students receive one-on-one sessions with a professional leadership coach defining their own leadership goals and the steps necessary to activate them.



**Karen Lynch**  
Professional Certified Coach



**Riley Jones**  
PLC Student/Engineering

*"You can have all the degrees in the world, but emotional awareness is the lynchpin to the trajectory of your success."* - Karen Lynch

*"I was finally able to identify what I really want from all my leadership and education: self-acceptance."* - Riley Jones



# EXPERIENCE HONES SKILLS



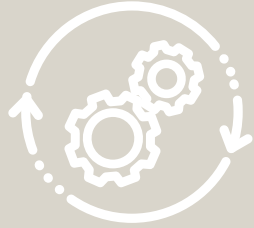
*"I really needed this. For the past year I have been put in positions to lead and advise others, but I recognize I have so much to still learn and grow, and that's exciting."*



At the CU Boulder Center for Leadership, experiential learning aligns with our philosophy of developing leaders—the best way to learn to lead is to practice leading. The Spring 2023 Experiential Leadership Intensive (ELI) provided just this opportunity—using the outdoors to practice leadership—for 12 undergraduate students from six different affiliate leadership programs and the Center for Character and Leadership Development at the US Air Force Academy.

Held at the scenic Sylvan Dale Ranch, located at the start of the Big Thompson Canyon outside Loveland, CO, the ELI was an overnight camping, two-day, immersive group experience in an outdoor mountain setting that offered challenge and uncertainty. Students engaged in small team exercises that included an orienteering race, a leadership reaction course, and a facilitated values-based fireside discussion.





## RESOURCES & FUNDING

**We will secure the financial and human resources needed to support our work.**



### 3-YEAR GOALS

**\$25M** fundraising initiative:

- \$10M endowment to name the Center
- Renewable annual budget
- Student scholarships
- Experiential leadership education
- Leadership coaching program
- Innovative research

### ACADEMIC YEAR 2022-2033

The Center for Leadership has provided fifty-five thousand dollars in funding to campus affiliates, researchers, students in the Leading EDGE, and various sponsorships honoring applied leadership and bolstering leadership development in many disciplines. Affiliate enrichment and seed grants are awarded each academic year as are scholarships for officers of the Leading EDGE Council of affiliate representatives.

**28K** AFFILIATE ENRICHMENT

**12K** RESEARCH SEED GRANTS

**9K** STUDENT SCHOLARSHIPS

**5K** CONSERVATION LANDS FOUNDATION

**1K** WOMEN'S LEADERSHIP SYMPOSIUM

SHARING  
THE  
WEALTH

Between funding seed grants and affiliate enrichment, the Center for Leadership provided forty thousand dollars in financial resources to help programs launch new efforts, continue successful programming, and/or improve upon existing initiatives. The list below highlights the affiliates that the CFL supported financially.



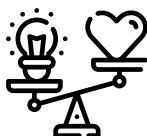
**Air Force ROTC:** \$5k for a campus-wide Innovation Leadership Seminar in AY23-24.



**CU Engage & Undergraduate Research Opportunities Program:** \$5k for undergraduate research, #NoFilter: Exploring the experiences of BIPOC Students at a PWI.



**Engineering Leadership Program & Herbst Program for Engineering, Ethics & Society:** \$3k for development of a student fellowship program for AY23-24.



**Leeds School of Business, Organizational Leadership:** \$2k for research, Better than Myself: Internal Comparison Processes at Work.



**Mechanical Engineering Capstone Program:** \$5k for research, Managers and Engineers: Impact of Defined Roles on Shared Leadership.



**Multicultural Leadership Scholars Program:** \$5k for instructor for LEAD 2410 Dynamics of Privilege, Oppression & Empowerment in Leadership.



**Presidents Leadership Class:** \$5k for student mental health and wellness counselor.



**Student Academic Success Center:** \$5k for instructor for EDUC 2800 Leadership and the Art of Storytelling.



**Volunteer Resource Center:** \$5k for student staffing for Service-Learning Living Learning Community in AY23-24.

**DEVELOP**  
**PROMOTE**  
**EVOLVE**  
**GROW**

## **CELEBRATE AND ELEVATE**

The purpose of the Center for Leadership is to celebrate and elevate the leadership development work being done by programs and organizations across campus. Each entity has its own expertise in the definition, evolution, and education of leadership styles and skill sets. Here we celebrate some of the successes, transitions, and accomplishments of select affiliates of the Center.

Multicultural Leadership Scholars

Colorado Navy ROTC

The Herd Leadership Council

Education Abroad

Leeds Scholars Program

CU GOLD

Leadership Studies Minor

Student Achievement and Success Center

Presidents Leadership Class - PLC

Air Force ROTC

MSOL

Army ROTC Golden Buffalo Battalion

Engineering Leadership Program

Learning Assistant Program



## MULTICULTURAL LEADERSHIP SCHOLARS

Graduated 12 scholars including Gabriella Mejia and Anel Villalobos, who defended honors theses and graduated with the highest academic honors.

Nic Tamayo was selected as the Student Leader of the Year for MLS.

Colorado Housing and Finance Authority granted a 10 year/\$10,000 per year scholarship.

Dr. Johanna Maes, MLS Director, was a keynote speaker at the Faculty Women of Color Conference in DC.

MLS partnered with the Education Diversity Scholars Program and INVST Community Studies Program both in classes and program co-curricular events.



## THE HERD LEADERSHIP COUNCIL

Raised over \$4,000 in support of participating student organizations during Student Philanthropy Month in March.

Donated over 900 articles of clothing to local non-profits as part of our annual Nearly Naked Mile campus tradition.

Welcomed over 3,000 students to the alumni Forever Buffs family at our annual Grad Bash.

Completed our third year of student-lead, student-created leadership curriculum.



## COLORADO NAVY ROTC

Six out of our seven active duty staff turned over this year, including the CO and XO leadership team. During the year our students planned and ran numerous events including a week-long New Student Orientation (NSO), a military Sea Services Ball, two multi-day Field Exercises (FEX) in Jack's Valley, a weekend Leadership Reaction Course at the Air Force Academy, a 12-hour culminating test of naval leadership and decision making (known as Sea Trials), and the largest Colorado Meet in CU's history (a military and leadership competition featuring 14 schools from around the country).

Academically, our students performed phenomenally, with a combined average GPA of 3.4. Other highlights for this year include one of our students placed first in the Designing for Defense (D4D) course, another received the People's Choice Award in the Drill-Powered vehicle contest, and several presented projects at the Engineering Expo. In Spring 2023, a total of \$70,000 of non-NROTC scholarships were awarded to our Midshipmen. Several of our Midshipmen also became published writers. One had an article published in a professional Naval journal (USNI) and our graduating seniors took their class journal assignments and compiled them into a leadership book, which they independently published last month.

Finally, we held ceremonies in the Fall and the Spring, commissioning a total of 28 new officers in the Navy and Marine Corps.



## EDUCATION ABROAD

2,584 CU Boulder students participated in an Education Abroad experience



## LEEDS SCHOLARS

As the program continues to gain traction, we had an extremely successful recruitment season and will welcome our largest cohort in the Fall of 2023. It was a team effort, with current students and alumni all chipping in to help share our story and yield top students from across the country.

The highlight of the year was a first-year global experience trip to Tokyo, Japan in May. We met with companies such as Salesforce, Bain Consulting, Mori Building Company, Peoples Focus Consulting, and Panasonic. Along with several cultural outings, the highlight of the trip was a student partnership with Showa Women's University. LSP students paired with Showa students to conduct research projects throughout the semester, with culminating presentations in Tokyo. The students learned about cultural differences, working across time zones, international business, and most importantly, made new friends from the other side of the world. This trip helped students grow personally, professionally, and culturally.



## CU GOLD

Winner of the Contribute Award

Winner of Supportive Staff of the Year

Nominated for Leigh Wyman Family Award

Nominated for Student Integrity Award

Hosted Ignite in conjunction with the Center for Inclusion and Social Change

Held a workshop for Stampede Leadership Camp

Completed revision of the Executive Board

Added two, new paid positions - Assistant Program Director and Head Facilitator



## LEADERSHIP STUDIES MINOR

Elaina Verveer, instructor for the LSM, was awarded the Marinus Smith Award in 2023.

The Marinus Smith Award recognizes faculty and staff members who have had a particularly positive impact on our students. Honorees are nominated by those they teach, mentor, support and serve. The faculty and staff receiving this award embody the true meaning of Be Boulder as they inspire, educate and motivate our community through innovation and passion. The award winners leave a long lasting impact on our community.

## STUDENT ACADEMIC SUCCESS CENTER

In August 2022, Dr. Loren Intolubbe-Chmil joined SASC as a Teaching Assistant Professor and McNeill Academic Program Advisor. In the spring semester Intolubbe-Chmil taught a collaborative workshop with Dr. Jason Lagapa. This workshop integrated leadership and storytelling exercises as a component of students' work towards their final Cross Cultural Leadership portfolios.

Connecting across Center for Leadership affiliates, SASC students participated in an immersive study abroad experience over spring break in the Dominican Republic. This course represents a collaboration between SASC and CU Boulder's Education Abroad office. The purpose of this partnership is to facilitate access for first generation and historically excluded students to education abroad.

SASC faculty members Angela Buchanan and Mark Valkovci were awarded the CU President's Diversity, Equity and Inclusion Award for a project entitled "We Don't All Have to be Engineers or Doctors: Career Awareness and Alum Mentoring Towards Retention of First-Generation Students", through which SASC students and alum will have the supported opportunity within a mentorship framework to enhance academic, professional, and civic success.



## PLC

The Presidents Leadership Class had a significant year. The fall of 2022 marked the 50th anniversary of the program. PLC has been operating on CU's campus since 1972 and has graduated thousands of aspiring leaders.

As of October, PLC lost our director and the program was run by the Assistant Director, Program Coordinator, and student staff for the duration of the academic year. Jessi Follett, the Program Coordinator, spent her first academic year with the program, dividing her time between PLC and the Center for Leadership.

PLC collaborates with other CFL affiliates as much as possible:

PLC students consistently enroll into ENLP 3100 for program academic credit.

PLC students participate in the ELI weekend to fulfill experiential education requirements.

PLC designed a course for student-athletes based on experiential learning theory, career development, and soft-skills demonstrating leadership learned through sport.

PLC student staff members on the Bridge team serve on the Leading EDGE Council each year, fulfilling their mission of building relationships across programs on campus.

## AIR FORCE ROTC

Air Force ROTC had a banner year investing in the development of 225 leaders of character. The team conducted 150+ hours of cadet-led leadership laboratory and physical fitness training offering a premier experiential education platform, while simultaneously preparing 47 cadets for summer field training. The year culminated with the commissioning of 35 United States Air Force and 3 United States Space Force 2Lt's into 15 unique career fields.

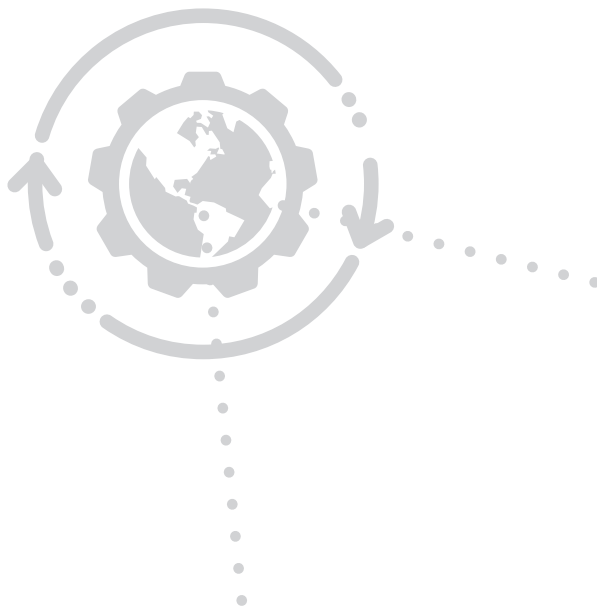
Affiliation with the Center for Leadership garnered the opportunity to participate in several extracurricular development opportunities to include two cadets in the inaugural year of the Leading EDGE, three cadets in the second year of the coaching program, two cadets in the Experiential Leadership Intensive (ELI) weekend, and one cadet in BCLP. Additionally, 2Lt Annaliese Fantini earned Student Leader of the Year honors.

As a testimony to the importance of affiliation with the center a cadet ELI participant offered, "My biggest wins were befriending the next generation of outstanding civilian leaders that CFL is producing, learning about their leadership philosophies, and observing from how they lead differently in various leadership scenarios."



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## ARMY ROTC GOLDEN BUFFALO BATTALION

We commissioned 41 2LTs, 11 recognized as top performing leaders across all Army ROTC programs. Using a curriculum that combines 1-hour weekly classroom instruction, 2.5-hour weekly leadership laboratories, and twice a semester all day “super” leadership laboratories, our program progressively builds the leadership confidence of these cadets. Once a semester, these cadets spend three days attending a leadership development exercise, where their classroom and laboratory instruction is put to the test.

This summer the Golden Buffalo Battalion will send 39 cadets to the United States Army’s Cadet Summer Training—their leadership crucible—where cadets rotate in and out of leadership positions, their evaluations determining where in the Army they will serve after commissioning.

We would like to recognize the following cadets for their excellence in leadership, academics, and program dedication:

Cadet Hwui Yoo - Served as cadet Operations Officer, the most challenging position our cadets can be assigned.

Cadet Evan Kistler - Discovered by a member of the CU Boulder football team’s coaching staff.

Jack Fanikos - 2nd Lieutenant Fanikos earned a MA and worked as a Teaching Assistant.

Cadet Patti - Represented our program at an US Army wide cyber conference hosted at the US Military Academy.

Natalie Peters - Selected as a recipient of the CU Boulder Student Leaders of the Year.

Rhys Gerboth - Selected to participate in the CU in DC program for the fall semester to study political science.



## MSOL

The Master of Science in Organizational Leadership (MSOL) began in Fall 2017 as the university’s first 100% online, asynchronous degree program. It is offered through the Graduate School, but was developed and is administered by the Division of Continuing Education. The program offers its online students the opportunity to focus their studies in one of five areas: Human Resources, Leading Innovation, Organizational Communication, Strategic Leadership, or general Organizational Leadership.

This past academic year, the MSOL enrolled 237 students from 36 different states, territories, and countries, and graduated over 100 students. The program is currently referenced in no fewer than 14 web-based rankings of top online master’s programs in organizational leadership.

The MSOL program is extremely dedicated to the success of the Center for Leadership. The co-founder of the MSOL program, now Dean of Continuing Education and Vice Provost for Outreach & Engagement, is a founding member of the Center’s Executive Committee; the MSOL program provided modest financial support during the Center’s start-up stage; and the program has referred numerous participants to the Center’s coaching program.



## ENGINEERING LEADERSHIP PROGRAM

ENLP welcomed a new Director, Dr. Paul Diduch of the College of Engineering and Applied Science's Herbst Program for Engineering, Ethics and Society. Diduch's expertise regards leadership, ancient philosophy, moral psychology, the history and philosophy of science and technology, and contemporary issues in science, ethics, and society.

About 200 students were enrolled in the Certificate in Engineering Leadership, with 39 graduating in AY 2023, and 10 completing the Leadership Studies Minor through the ENLP Pathway. ENLP classes continued to invite participation from any College of Engineering and Applied Science student and were also accessible to Center for Leadership affiliate students. In addition to learning from ENLP's faculty—Dr. Diduch and Dr. Angela Thieman Dino—in AY 2023 students enjoyed Alex Dietrich's ENLP courses, benefitting from Dietrich's extensive experience teaching leadership and ethics at the US Naval Academy.

ENLP students benefitted from ENLP's CFL affiliation by:

- Engaging in its professional mentorship
- One-on-one leadership coaching
- Outdoor experiential leadership
- Leading EDGE participation

## LEARNING ASSISTANT PROGRAM

In Fall 2022, due to budget constraints and difficulty recruiting a sufficient quantity of LA Mentors, we modified the individual mentoring experience such that each LA had only a single one-on-one mentoring session to reflect on their experiences and set goals with their LA Mentor. While this was a more efficient model, and many LA still ranked their interactions with their LA Mentor as being highly impactful, we noticed substantial decreases in some of the leading outcomes of the experience.

In Spring 2023, we went back to the two mentoring sessions model to cultivate more opportunity for fostering a professional vision and for building the relationships necessary for LAs to fully reflect on the efficacy of their approaches to their LA-student interactions. Amazingly, we saw that across the board, LA and LA Mentor responses rebounded from decreases observed during Fall 2022. Further, we observed two categories in the LA responses that increased across the three semesters: seeing the applicability of what LAs are learning in their future endeavors, and that their LA Mentor challenged them to consider alternative approaches. We attribute these successes to improvements in LA Mentor training and LA Pedagogy Course curricula more broadly.

Awarded at the beginning of Summer 2022, our program worked with the CU Denver LA Program to help UCCS begin to develop their own program. This three-campus team also worked together to develop an innovative three-campus pedagogy course for LAs. Key outcomes of this collaboration are: (1) both LAs and faculty have a stronger sense for understanding their relative power and collaborative strengths as an instructional team, and (2) Boulder students have built community with Denver and Colorado Springs students, giving them exposure to students who come from historically underrepresented communities, and building upon common experiences of what it means to be an LA and a leader on these three campuses.

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