

Office/Department: Dux Leadership Center, University Unions

Coordinator for Leader Development and Experiences: Carson Lonett

Associate Director: Mr. Michael McCleve, Dux Leadership Center

Director: Dave Barnes, University Unions

Mission Statement:

Developing the desire to grow, lead, and inspire.

Functional areas included in this office/department:

- Provide leadership development experiences to all JMU students, including, but not limited to the following programs and other services:
 - “DISConnections” – using the DISC Personality Profile as a tool to connect with people and develop relationships
 - “Strengths Conference” – using the Clifton Strengths for Students Assessment to support the development of successful behaviors for leadership and academic success
 - “Strengths Coaching” – using Clifton Strengths for Students Assessment to provide one-one-one support and coaching for students
 - “BUILD (Building a Unified and Inclusive Leadership Directive) Learning Community” – using DISC Theory, restorative practices, and inclusive leadership concepts to provide self-development leadership experience for first year students
 - “MYMOM (Make Your Mark on Madison)” - using Relational Leadership Model to provide broad-based leadership workshops for first and second year students
 - Training and presenting workshops for student groups, student employees, and students’ academic experiences as requested
 - Providing equipment, books, videos, and other resources for students, staff, faculty, or other JMU community members to use for leadership development purposes

- Support other student affairs offices and areas as they provide leadership development experiences to students

- Support academic departments and faculty as they provide leadership development experiences through curricular work

1. Students who participate in this experience will gain understanding of student affairs as a profession and the influence student affairs has on contemporary higher education through the following tasks and activities:

- Presenting experiential learning activities and facilitating educational experiences to students across campus who participate in leadership programs presented by the Dux Leadership Center (DLC).
- Developing curriculum and content for experiential learning opportunities for students who are interested in improving their leadership skills.
- Implementing and refining assessment & evaluation methods and techniques related to various programs provided by the DLC.
- Supervising, training and directing student employees who work as presenters and facilitators as part of the DLC LEAD Team.
- Developing content and procedures for the continued development and implementation of a personalized leader development coaching program including the use of the DISC Personality Profile assessment, the Clifton Strengths for Students assessment, the Leadership Practices Inventory, and other applicable assessment instruments.
- Assisting with the ongoing creation and implementation of leadership development workshops, seminars, conferences, and other programs.
- Directing the ongoing development, improvement, and implementation of a Strengths-based student leadership conference.
- Managing all aspects of the budget related to the Strengths-based student leadership conference.
- Participating in departmental and divisional meetings, professional development, office staff operations, team meetings, and other related experiences.

2. Students who participate in this experience will be exposed to the purposeful application of the following student development, career development, counseling and/or organizational theories:

- Perry – Intellectual and Ethical Development
- King and Kitchener – Reflective Judgement
- Kohlberg – Moral Judgement
- Chickering – Psychosocial Development
- Astin’s Involvement Theory
- Rohnke - Adventure-Based Experiential Learning Theory
- Kouzes & Posner – Student Leadership Challenge Model of Leadership
- Gallup – Strengths-Based Development & Leadership
- Marquet – Intent-Based Leadership
- Astin - Social Change Model of Leadership

- Komives - Relational Leadership Model
- Greenleaf - Servant Leadership

3. Students assigned to this site will be able to participate in the following assessment and/or evaluation projects:

- Creating, implementing, and/or analyzing various components of the LADOR assessment instrument and the results for any one of the four different programs currently being assessed:
 - Strengths Leadership Conference
 - DISConnections
 - Personalized Leadership Development Coaching
- Evaluation of individual components of various programs to determine student satisfaction, identify areas for improvement, and assist in the development and evolution of the program.
- Assessment of the available opportunities for students to develop leadership skills and competencies on campus to help determine direction and focus for future DLC programming and partnering.
- Evaluation of the program components and assessment of the program outcomes of the DLC LEAD Team certification process.

4. Students who participate in this experience will be evaluated and provided on-going feedback in the following ways:

- Individual weekly meetings with supervisor
- Monthly meetings with director
- Mid-year and End-of-year formal evaluation with supervisor
- Facilitator evaluations and feedback from student participants in programs, as appropriate
- Regular office operations and team meetings

5. Specific expectations of students assigned to this site include:

- Maintaining confidentiality
- Establish and maintain office hours
- Attend required meetings/workshops/etc.
- Complete assigned projects in a timely manner
- Collaborate with personnel in the office, and across campus as appropriate, for the development of existing and new programs
- Accept and implement the Intent-Based Leadership philosophy throughout the DLC
- Employ the Strengths-based development philosophy and promote its use in all aspects of work in the DLC

- Supervise student employees as assigned using the tools and resources available in the DLC
- Uphold standards of office professionalism

Site Supervisor/Contact Person

Michael McCleve

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