



**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON

# **CENTER FOR LEADERSHIP & INVOLVEMENT (CfLI)**



## **ANNUAL REPORT 2019-2020**

**A Department of Student Affairs**

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# ABOUT CFLI

## MISSION

To cultivate and engage students through practical leadership skill development and involvement experiences.

## VISION

Aspiring to be the premier center for integrated leadership development and involvement resources for all students.

## CORE DEPARTMENTAL VALUES

### Intentional Learning through Experience

We promote student development by challenging and supporting individuals through purposeful engagement and reflection to achieve learning outcomes that are transferrable to other contexts.

### Inclusive Collaboration

We strive to create a culture of openness, respect, and enthusiasm that generates valuable campus-wide partnerships enabling all constituents to work towards accomplishing common goals.

### Socio-Cultural Awareness

We promote diverse learning opportunities that spark exploration and action on critical issues of social justice.

### Student Centered

We understand that our common purpose is to promote balanced involvement in developmental opportunities that enhance students' unique connection to the University.

### Integrity & Accountability

We are committed to making strategic decisions based on research and data collection, while taking responsibility for the impact of our actions.

### Quality Programs & Services

We are dedicated to providing valuable out of the classroom learning experiences for students that produce a measurable and meaningful impact.





The past academic year was marked by exciting accomplishments, organizational transitions, and profound societal challenges. Our dedicated team maintained a commitment to meeting the evolving needs of students while centering our department's mission and values. As part of this work, we contributed to leadership development research through our analysis of student leadership outcomes in the Multi-Institutional Study of Leadership, advanced leadership scholarship through the content validation of the UW-Madison Leadership Framework, and provided our trusted support to more than 1,000 registered student organizations.

Our department was thrilled to formally join our colleagues in the Wisconsin Union and with Student Affairs Advancement to create a new Student Affairs thematic area: "Leadership & Engagement." This alliance offers opportunities to deepen programmatic connections and enhance our services. Following a collaborative review of the new thematic portfolio, we identified existing synergies that spurred the transition of the Willis L. Jones Leadership Center to CfLI. We welcome this transformative leadership program into our department and look forward to honoring its legacy.

Following the Fraternity & Sorority Life External Review, our staff partnered with the community to generate priority areas driven by the external review report. A work team was established to elevate the voices and address the needs of our Multicultural Greek Council and National Pan-Hellenic Council chapters, resulting in a report that outlines recommended University action. Initiatives on health, safety, and resources also brought UW-Madison and city stakeholders together on behalf of our students. These efforts culminated in the creation of a new Student Affairs department—the Office of Fraternity & Sorority Life. Maggie Hayes, a CfLI staff member of the last 3 years, was announced as Director of the unit in May. We look forward to supporting Maggie and the department during this transition and beyond.

The past year, in many ways, will be remembered for both the significant challenges presented by the COVID-19 global pandemic and the collective resolve demonstrated by our communities. The CfLI team quickly adapted to the health crisis by seamlessly shifting our resources and services to a remote format. Our staff found innovative ways to honor the hard work and talent of our students, including through video recognition of 100 Leadership Certificate recipients. The Adventure Learning Programs and Student Leadership Program thoughtfully adjusted their delivery and content to meet this new virtual environment.

Throughout a turbulent year, CfLI provided stability and support to student organizations. We registered and provided advising support to 1,045 student groups and welcomed nearly 15,000 students to our student organization fairs. Our team continues to seek opportunities to enhance the student organization community including the development of diversity, equity, and inclusion training for group leaders and advisors.

The year also offered tragic reminders of the on-going injustices experienced by our communities of color—especially our Black and African American communities. CfLI continues to strive towards a more just and equitable campus and community. We ask that you read our commitment to racial justice included in this report.

Throughout this document you'll find additional details on the accomplishments highlighted above. We thank you for your continued support and look forward to another successful year to come.

With Gratitude,



CfLI Assistant Dean/Director



## DEPARTMENT PROGRAMS & SERVICES

### Involvement

Involvement Sessions  
Resource Fairs  
Student Organization Fairs

### Fraternity & Sorority Life

Fraternity and Sorority Governance Councils  
Order of Omega

### Leadership

Leadership & Involvement Record  
UW-Madison Leadership Certificate  
UW-Madison Leadership Framework Stewardship

### Organization Advising & Technology

Student Organization Accountability  
Student Organization Advising and Advisor Support  
Student Organization Registration  
Wisconsin Involvement Network (WIN)

### Sponsored Student Organizations

Adventure Learning Programs (ALPs)  
Student Leadership Program (SLP)



## BY THE NUMBERS

- **1,045** registered student organizations
- Nearly **15,000** visitors at the Spring & Fall Student Organization Fairs
- **120** students who received the Leadership Certificate
- **671** individuals supported through the Badger Step Up! Program

## BADGERS GETTING INVOLVED

- Participated in 15 resource fairs and 15 workshops and panels hosted both virtually and in-person about campus involvement.
- Developed “Get Involved Virtually” campaign and webpage to promote remote involvement opportunities to students during Spring 2020 semester.
- In partnership with the BadgerAtHome Fest Committee, coordinated the A Cappella Showcase, the highest attended virtual program of the week.

# RESPONSE TO RACIAL VIOLENCE

The Center for Leadership & Involvement staff acknowledges and shares in the pain and anger experienced by our students, colleagues, and community in the face of on-going police brutality and systemic racism experienced by our communities of color—especially our Black and African American communities.

We have an obligation, as a leadership department dedicated to inspiring purposeful action and positive change, to address racism and dismantle systems of oppression. That labor has historically been shouldered by our most marginalized communities, including our Black and African American colleagues—student organization leaders, advisors, and staff. We will share that burden and stand committed to:

- Intentionally reaching out to our marginalized students to support them where they need it through advising, leadership development, and funding.
- Providing leadership training to our UW–Madison community that elevates and centers minoritized voices while addressing existing systems of power and privilege.
- Reviewing our policies and procedures to make certain they meet the needs of marginalized students.
- Assessing our programs, resources, and services through a social justice lens and making necessary changes to limit gaps and ensure accessibility.

We look to translate this moment into a movement—an inherently inclusive movement that appreciates the shared struggles and the unique stories of our marginalized communities, advocating especially for those whose intersectional social identities often result in disproportionate suppression. This will require listening, on-going learning, and a commitment to change.

The CfLI team has engaged more formally in this work by initiating action plans that align with these commitments, while also advancing broader UW–Madison and Student Affairs priorities. This year we'll develop a diversity, inclusion, and social justice pilot training for student organizations and expand staff accountability in our performance review process. We'll increase educational opportunities for our staff and community while ensuring that learning is translated into more equitable outcomes.

We know that we will be judged by our behavior and not on our mission, core values, or statements. We commit to holding ourselves accountable for our actions and we encourage you to partner with us in bringing forth a more just University and community.

In Solidarity,

Center for Leadership & Involvement Staff





# CFLI FUNCTIONAL AREA UPDATES

## FRATERNITY & SORORITY LIFE

The Fraternity & Sorority Life (FSL) area of CflI supports over 60 Greek-lettered Chapters, including their leadership, members, and advisors. The chapters are broken into four Governance Councils that are comprised of executive boards. The FSL staff directly advises these boards on programming and policy implementation. This year, FSL staff spear-headed a coordinated response to an External Review Report of the FSL Community. Facilitated by a group of national experts in Spring 2019, the external review included an evaluation and critique of the FSL community through stakeholder interviews, focus groups, and a document review. This review resulted in a comprehensive report and recommendations.



## ACHIEVEMENTS & PROGRAM HIGHLIGHTS

- Supported an FSL student community of over **4,500** members.
- Completed the Panhellenic Extension process and invited Zeta Tau Alpha to join the Panhellenic Community in 2021.
- Coordinated over **15** educational programs & workshops focused on social justice, member recruitment, and risk reduction.
- Delivered **10** presentations to student/stakeholder groups about the External Review findings, outcomes, and priorities.
- Worked with FSL students/stakeholders to implement a fee structure to support FSL staffing and programming and created a financial need waiver program.
- Hosted over **50** National/International Headquarters and UW Alumni at a reception at the Association of Fraternity/Sorority Advisors (AFA) Conference.

## OUR IMPACT

This was a year of many exciting new initiatives for the FSL area! The External Review process gave FSL the opportunity to identify priority areas, identified below, in which it needed to grow and develop. FSL Staff shared the outcomes of the External Review with all FSL students and stakeholders, through on-line communication and dozens of in-person meetings and events.

Priority 1	Priority 2	Priority 3	Priority 4	Priority 5
FSL Community Health & Safety Initiatives	Elevate Multicultural Greek Council and National Pan-Hellenic Council	Implement FSL Community Communication Plan	Resources and Staffing	Clarify and Communicate Committee on Student Organizations (CSO) Process

For more information, please visit: <https://fsl.wisc.edu/external-review/>

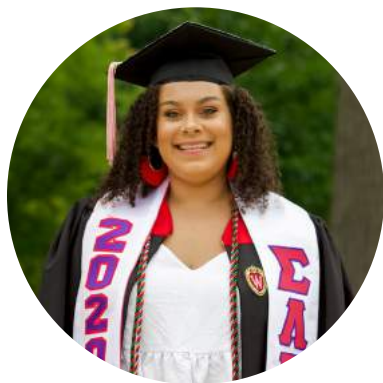


This intentional outreach helped to re-establish important relationships and renew a shared commitment to a healthy and vibrant FSL community. One of the outreach events, hosted for the first time, was a reception at the Association for Fraternity/Sorority Advisors (AFA) Annual Meeting on December 6, 2019 in Anaheim, California. National/International Headquarters staff from most of the UW Chapters attended, in addition to UW alumni. Many of these alumni are now serving as fraternity and sorority advisors at different universities across the country and had formerly worked as graduate advisors in CfLI. At the reception they learned about the External Review Priorities and ways in which they could support these areas of development.

Finally, we are excited to share that the University of Wisconsin–Madison has deepened its support of the FSL community by establishing a new department—the Office of Fraternity & Sorority Life. Maggie Hayes will serve as the department’s inaugural Director. CfLI has been proud to directly support FSL for the last several decades and look forward to forging new relationships with the new department’s staff and student organizations.



## STUDENT SPOTLIGHT



### **Gloria Wide**

#### **Position**

FSL Social Justice Peer Facilitator

#### **Hometown**

Wheeling, IL

#### **Major**

Music with a certificate in Afro-American Studies

### **What inspires you to get involved on campus?**

I was originally inspired to join a Greek organization when I met members of the KommandinG Kappa Gamma Chapter of Sigma Lambda Gamma National Sorority, Inc. After learning more about the chapter and specifically learning about the organization’s vision, “Empowered Womyn Leading the World,” I knew that this was a community I wanted to be a part of. Later, I decided that I wanted to get more involved not only in the council but in the FSL/CfLI office as well. So, by my senior year I was the president of the Multicultural Greek Council (MGC) and an FSL Social Justice Peer Facilitator.

### **What did you enjoy about your role in CfLI?**

In my role as social justice facilitator, I enjoyed being able to help different chapters learn about social justice topics that I am passionate about. It was great to be able to help chapters begin their discussions on these topics that I believe all chapters should be having.

### **Do you have any advice for new students looking to get involved?**

Look out for different positions available both in the FSL/CfLI offices or even in their council’s leadership boards! I found that I had grown the most as an individual and as a Greek Life leader when I began to hold council positions then further when I was hired as a social justice facilitator. I like to be able to voice my opinions and thoughts in so many different spaces and I learned that sometimes I can do that without spreading myself so thin. So, I felt that a lot of things I wanted to be a part of in the Greek community I was able to do through these two positions I held.

# LEADERSHIP

The Leadership functional area of CfLI had a great year as we continued to strive towards fulfilling our mission of promoting the UW–Madison Leadership Framework, supporting sponsored student organizations through comprehensive advising and providing transformational leadership programming to students. At the Center of our work we continue to support leadership development for positive change on campus, across our state, and throughout the world.

## ACHIEVEMENTS & PROGRAM HIGHLIGHTS

### Leadership Development Successes

- Completed initial phase of the UW–Madison Leadership Framework content validation process by soliciting insights from industry experts on the model’s principles, values, and competencies.
- Developed **11** new consulting and programmatic partnerships focused on the application of the Leadership Framework.
- Increased graduate student participation by **9%** in the Leadership Certificate program.
- Facilitated UW’s analysis and distribution of the Multi-Institutional Study of Leadership (MSL) survey results, including a featured Inside UW article and international webinar.
- Advanced the Engaged Leaders through Employment (ELE) initiative through a focus on MSL key findings and recommendations.
- **95%** of Leadership Certificate graduates surveyed last academic year would recommend the program to other students.
- The number of Leadership Certificate recipients grew by **9%** with **120** students receiving the certificate.
- Completed important initial steps in the development of an Online Leadership Self-Assessment tool.



### New Partnerships Cultivated This Year

- |                                                                                          |                                                   |
|------------------------------------------------------------------------------------------|---------------------------------------------------|
| • WIScience, IMPaCT Peer Leader Program                                                  | • Pres House                                      |
| • Mercile J. Lee Scholars Program                                                        | • School of Engineering, Student Engagement       |
| • Office of Human Resources, Recruitment Initiative for Student Employees (RISE) Program | • Morgridge Center                                |
| • University Housing, Chadbourne Residential College                                     | • Wisconsin Union, Dining and Conference Services |
| • School of Business, Business Emerging Leaders Program                                  | • School of Business, Bolz Center                 |
| • International Academic Programs, Global Launch                                         | • Multicultural Student Center                    |
|                                                                                          | • Wisconsin Union, Wisconsin Hoofers              |

## OUR IMPACT

The Center for Leadership & Involvement and the Office of Student Financial Aid worked in partnership to advance the Engaged Leaders through Employment (ELE) initiative that focuses on developing student leadership capacity and achieving the UW–Madison Leadership Certificate. ELE was developed with the understanding that employment is a crucial student engagement opportunity on our campus. However, from a student development perspective, its benefits are often overlooked as compared to other engagement, such as student involvement or off-campus internships. Through intentional

leadership skill development, the program aims to provide employers with engaging workshops, one on one consultation, connections with our Leadership @ UW Community of Practice, an online resource library and much more.

## STUDENT SPOTLIGHT



### **Anna Walther**

#### **Position**

Spring 2020 Anne Louise Martino Leadership Award Recipient

#### **Hometown**

Kenosha, WI

#### **Major**

Community and Environmental Sociology with Certificate in Leadership

### **What lessons did you learn while participating in the Leadership Certificate program?**

The Leadership Certificate gave me an invaluable framework to reflect on my growth through past leadership experiences. Oftentimes, when we are participating in a service project or working at an internship, our primary focus is finishing tasks. The Leadership Certificate application process enabled me to step back and think critically about how those experiences shaped my development as a student, a team member, and a civic leader. This opportunity to reflect helped me better understand how I've been shaped by leadership experiences and recognize where I still have room to grow.

### **How is leadership development valuable in our current context?**

Leadership development is important in our current context because it shifts the focus away from individual achievement and towards collaboration/group decision-making. When I took the course component of the Leadership Certificate, I learned about the "Great White Man" myth of leadership. Effective leadership in a community context does not come from the accomplishments of one individual; rather, it comes from empowering community stakeholders, recognizing the leadership attributes in others, and centering decision-making about the wellbeing of an organization or cause. Leadership development, in summary, encourages us to face today's challenges by empowering and supporting others as well as ourselves.

### **What are you most proud about within your own leadership experience?**

In my own experience, I am particularly proud of the growth of my involvement with meal recovery programming. My position as a leader has been adaptable: from serving hot meals, to collaborating with different campus and community stakeholders, to—as of today—navigating frozen meal distribution with new challenges posed by the pandemic. As a new PhD student, I've had to learn how to manage my time flexibly, work "smarter" rather than harder, and take everything one day at a time. These skills have grown alongside my evolving involvement with the frozen meal program; I am learning how to stay organized, adjust to new challenges, and manage my time to make sure our initiative is successful.





# ORGANIZATION ADVISING & TECHNOLOGY

The Organizational Advising & Technology (OATS) area of the office supports registered student organizations (RSOs), their leadership, members, and advisors, through advisement, connection to resources, and communications. Additionally, the team coordinates and maintains most of CfLI's technological resources, while also providing support and supervision for the office's front desk.

## ACHIEVEMENTS & PROGRAM HIGHLIGHTS

- Registered and supported **1,045** student organizations.
- Transitioned student organization registration review, front desk services, general RSO advising, and the Wisconsin Experience Grant to online/virtual formats.
- Supported **671** individuals completing the RSO Badgers Step Up! Curriculum.
- Completed work of Student Organization Structure Committee culminating in a final report that will inform future RSO support.
- Coordinated the Fall and Spring Student Organization Fairs, totaling **970** organization tables and **14,747** attendees.

## OUR IMPACT

This was another successful year for the Student Organization Advising & Technology team! During the past fiscal year, the OATS area worked through a number of transitions. The fall semester offered the opportunity to build skills and responsibility with our student staff as we filled staffing needs for the area. Our student staff, both graduate and undergraduate, took on added responsibilities and continued to provide exemplary customer service, while building professional competencies and transferable skills. The area was fortunate to add two new full-time staff members in January that provided an opportunity to increase the support, outreach, and resources provided to student organizations and advisors.

Additionally, as the OATS area responded to transitions to remote operations in early Spring, the team worked diligently to quickly create processes and provide training and support for a number of CfLI operations. Front Desk Services, RSO support, advising support, and the Wisconsin Experience Grant were all successfully transitioned to remote/virtual services quickly and the OATS team assisted office staff with technology training/troubleshooting, hardware ordering/distribution, and website & program updates as CfLI as a whole made the transition to a remote work environment.

## STUDENT SPOTLIGHT



### Brianna Peck

#### Position

ODC Team Member

#### Hometown

Kenosha, WI

#### Major

Psychology

### What inspires you to get involved on campus?

One of the biggest things for me is being able to be a member of the strong community that is already present on campus and helping promote others to get involved with the variety of events and activities available on campus.

### What did you enjoy about your role in CfLI?

I enjoy all the different people I get to meet and the relationships I have formed with others because of my job! I have been able to learn a lot about myself while working at CfLI and the staff there continue to help me grow.

### Do you have any advice for new students looking to get involved?

I would say to not be afraid to reach out to different organizations to hear what they are all about. With so many orgs on campus there is something that suits everyone's passions and interests—you just need to find the right group for you!





# SPONSORED STUDENT ORGANIZATIONS

## ADVENTURE LEARNING PROGRAMS

Adventure Learning Programs (ALPs) is a leadership organization that operates under the philosophy of Experiential Education where learners are purposefully engaged in direct experience and focused reflection in order to learn new skills. We offer adventure-based team building workshops that incorporate initiatives, problem solving activities, and high and low ropes course experiences.

Despite the impact that COVID-19 had on us all towards the end of the fiscal term, ALPs had an exciting year filled with growth and innovation. Although the pandemic put a pause on the in-person meetings of professional, recreational, and student organizations, ALPs did not hesitate to brainstorm ways to provide our same leadership and community building workshops through a newer, safer, and more accessible platform: Virtual Teambuilding. We also worked hard to bolster our five values: Diversity and Inclusion (DAI), Growth, Community, Empowerment, and Authenticity. Beyond our own work in self-assessment and self-awareness, we have also seen our members attend or even host events that discuss white privilege, diversity and inclusion, promote anti-racism, and the importance of seeking out information. We look forward to continuing this work in the years to come.



## ACHIEVEMENTS & PROGRAM HIGHLIGHTS

- Hired **22** new staff to maintain a total staff of **52**.
- Continued extensive staff training with new focus on emotional intelligence while facilitating workshops (led by former ALPster Marin Burton).
- Instituted a Leadership Rubric as part of ALPs staff training to self-assess staff self-awareness, interpersonal communication, and technical skills, among other critical abilities, which will inform decisions in the upcoming year.
- Biggest area of growth: adding Virtual Teambuilding to ALPs programming .
- Hosted two virtual workshops and projecting to hold many more moving forward.
- Continued the work of the ALPs Diversity & Inclusion Committee (est. 2017) to address issues of racial injustice and systemic oppression.

## OUR IMPACT

This year marks the beginning of ALPs' Virtual Teambuilding workshops. The spread of the COVID-19 pandemic in March 2020 put a halt on in-person meetings for jobs and organizations, but this did not stop ALPs from doing what they do best. In this enforced isolated, virtual environment, it is crucial for supervisors, employees, team members, fraternity brothers, and the like, to continue building on their leadership, problem-solving, and community building skills.

Following the "return" from Spring Break, ALPs members formed a Virtual Teambuilding committee where we attended



virtual training sessions led by Michelle Cummings, a known leader in the Team Development industry, and founder of Training Wheels. From her, we learned how to utilize Zoom to host workshops, how to successfully adapt our ground workshop activities to an online platform, and learned new activities, as well. In just two and a half months, we created a complete Virtual Teambuilding Manual, practiced get-to-know-yous, after teambuilder, and after energizer activities with each other and volunteer groups, until we felt comfortable hosting our first official ALPs virtual workshop on June 4th!

We are beyond grateful for the long hours and dedicated efforts of our current staff and advisor in continuing to make virtual teambuilding a success. We have nothing but high hopes and great optimism for the future of virtual workshops, as it allows for our work to reach group members residing on the UW-Madison campus or across the sea.

## STUDENT SPOTLIGHT



### **Brad Ebacher**

#### **Position**

ALPs Facilitator

#### **Hometown**

Cedarburg, WI

#### **Major**

Biochemistry

#### **What is your favorite part of being in ALPs?**

My favorite part of ALPs is working together with others to help groups be the best that they can be!

#### **What is your biggest take away from being in ALPs?**

My biggest takeaway is that I can do anything that I set my mind to along with all of the helpful tools I have learned to communicate with other folks!

#### **What is your favorite spot on campus and why?**

My favorite spot on campus is Camp Randall! I miss gamedays!



# STUDENT LEADERSHIP PROGRAM

The Student Leadership Program (SLP) is a CfLI-sponsored registered student organization that focuses on providing engaging and worthwhile leadership development opportunities for all students. SLP offers opportunities to develop fundamental leadership skills that are necessary to maintaining successful personal relationships, contributing to campus organizations, and participating as citizens in our community. In the face of recent challenges, the SLP team and membership relied on its mission to continue creating community and fostering leadership for the rest of campus. The past and new leadership team looks forward to the challenge of continuing to provide programs and events for all students.

## ACHIEVEMENTS & PROGRAM HIGHLIGHTS

- SLP grew participation to over **180** students directly involved in the organization
- Increased student participation in SLP events and programs by **20%** (2,400+ students attending)

In accordance with accessibility, the SLP team pivoted in early March in order to plan for virtual programs and events so that students can continue engaging in leadership development learning despite the pandemic. As a result:

- Bucky's Awards was conducted through an online website showcasing student's achievements and award winners were mailed their awards, which was highlighted through the Division of Student Affairs.
- General Member Meetings and the Spring Banquet were offered virtually for SLP members.
- The SLP Leadership Team for FY21 were hired and onboarded with the expectation to provide all events and programs through a virtual format.

## OUR IMPACT

Part of SLP's focus for this past year was increasing accessibility to its programs. One of the major changes for SLP was reconstructing the Big 10 Leadership Network, which is now called BadgerPRO. Our past coordinator team removed barriers to access like event attendance, GPA, and class standing requirements, so that all students can benefit from this leadership development workshop series. In addition, SLP noticed a gap in leadership development opportunities on campus for graduate students and sought advice from existing graduate student organizations to create more relevant and engaging speaker events.

## STUDENT SPOTLIGHT



### Elaine Yi

#### Position

Internal Affairs and Development Coordinator for SLP

#### Hometown

Madison, WI

#### Major

Finance/Risk Management and Insurance

### What lessons did you learn while leading SLP?

Something I learned through leading SLP is the importance of flexibility. It was always hard to see events turn out differently than expected despite months of planning. However, learning how to adapt when things went wrong taught me so much more than when everything went right. It taught me to focus on things within my control and to remember that there were others looking to me and my fellow coordinators for their next move.



### How is SLP valuable in our current context?

Today our communities are burdened by the effects of a national pandemic. Yet I see our current coordinators changing our programming to online formats and putting out engaging content online so students can participate while apart. I see SLP chairs leading meetings online and enthusiastically participating in SLP traditions via Zoom. I see so many SLPeeps, many of whom are underclassmen, continuing to stay involved in student orgs despite the turbulence of these past months. To me, SLP provides a place for leaders to come together and learn how to navigate their personal growth. It shows them what it means to lead by example and inspires them to share their skills with a community in need.

### What are you most proud about within your experience in SLP?

Looking back, I'm proud to say I did exactly the opposite of what I wanted to do. I remember being a freshman and telling myself I never wanted to get up and talk on a stage or lead a meeting or spend my week prepping for a student organization. But there I was, putting in my application to be a coordinator. Though I'm proud to say that I challenged myself, I'm especially proud to say I met some amazing people that pushed me, encouraged me, and made me want to try and do the same for others.







# STUDENT PERSPECTIVES

## MADISON SCHULTZ, OATS STUDENT COORDINATOR

“ My time at CfLI has been a wonderful experience for me to grow both personally and professionally. The staff members were truly invested in my well-being and offered me many learning opportunities to gain experience in student affairs. I truly appreciate the support I have received from them and this office! ”

## MAYA PETERSON, ODC TEAM LEAD

“ As an undergraduate, I spent three years working at CfLI, during which I grew so much as a young adult, student, and leader. All the staff at CfLI truly care for each of their student staff members, and they invest time into their personal and professional development. In my third year, I became the ODC Team Lead, where I was challenged to use what I had learned to provide proper leadership and direction for a team of six students. The pro staff were there for me every step of the way, and I am so grateful to have spent so much time as a CfLI student staff member! ”

## TIM TRAN, ODC STUDENT COORDINATOR

“ CfLI continually provided meaningful opportunities that students would grow from. Their dedicated and genuine leadership always provided guidance in the face of challenges and always celebrated your victories, whether big or small! ”

## ELI SMITH COHEN, MARKETING TEAM LEAD

“ CfLI was a great experience for me in terms of professional development. There were tons of new projects and challenges for me and the marketing team to address. The Pro and Student staff were a huge part of CfLI's success because of our commitment to making the campus more inclusive for everyone. ”

## ANNA BADAMO, LEADERSHIP STUDENT COORDINATOR

“ While working as the Leadership Student Coordinator, I had the opportunity to work on multiple projects with our Leadership Framework. The experience from these projects was well beyond what I initially expected and prepared me for a career in higher education. I am especially grateful for the support and guidance from the pro staff and other student staff while navigating graduate school and work. ”

## RICK KEMPF, LEADERSHIP CERTIFICATE GRADUATE ADVISOR

“ Working for CfLI was one of the most rewarding parts of my undergraduate career. Never had I worked in such a professional, growth-minded, and conscious environment. My time with CfLI was pivotal in creating a new career path for myself. ”



Center for  
Leadership & Involvement  
STUDENT AFFAIRS  
UNIVERSITY OF WISCONSIN-MADISON