



CENTER FOR LEADERSHIP & INVOLVEMENT (CfLI)

2022 ANNUAL REPORT



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

MEET THE STAFF



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A LETTER FROM THE DIRECTOR


The 2021-2022 academic year was marked by the return of vibrant in-person student activities and the opportunity to re-engage in strategic planning, as our community navigated the latest phase of the COVID pandemic. The Center for Leadership & Involvement (CfLI) played a central role in welcoming students back to campus through our signature events, began to apply the lessons learned during the pandemic into our long-term planning, and deepened our commitment to serving everyone within our campus community – especially those most marginalized.

This year, CfLI offered students two formats to participate in the Fall Student Organization Fair, both a one-day in-person event and a virtual fair. The in-person event attracted more than 12,000 students, a record for the event. It was a smashing success and an exciting indicator for the year ahead. The Student Organization Fair also served as one of several signature programs included in Wisconsin Welcome Back! – an initiative to support second-year students who hadn't experienced the normal orientation to campus during their first year due to the pandemic. CfLI staff played a central role in helping to steward those efforts.

In addition to the energy generated from student activities on campus, CfLI launched several projects to help ensure our programs, services, and infrastructure is meeting student needs. A task force, that included CfLI staff members and other campus partners, was charged with envisioning experiential education for UW-Madison. Our team also began the design process for new space for the department in the Red Gym that would enhance our engagement with students and student organizations. Finally, we initiated important conversations about how CfLI's personnel structure can adapt and expand to meet the emerging expectations from UW-Madison's growing student population. The collective efforts of CfLI students and staff in these planning processes set us up for sustainable success.

One of the most critical highlights of the year was the development of CfLI's inaugural Equity Strategic Action Plan (ESAP). In partnership with CultureBrokers, LLC, a diversity, inclusion, and equity consulting firm, we engaged in a review of our departmental policies, practices, and support of our marginalized community members. The process included the distribution of a survey to key stakeholders, the development of an initial report on survey findings, and several listening and feedback sessions with campus stakeholders. These efforts yielded a focus on three critical goals that have been codified in the ESAP. Our staff is excited to further advance this work and is committed to turning this process into meaningful action.

Throughout this report you'll find details on additional accomplishments. I'm thankful for the great work of our team and your continued support. We look forward to another successful year ahead.

With Gratitude,

CfLI Assistant Dean/Director

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 through purposeful engagement and reflection to achieve significant learning outcomes.

Inclusive Collaboration

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

Integrity & Accountability

We believe in empowering ourselves and others to make decisions based on honesty and equity while accepting the responsibilities of our actions.

Student Centered

We understand that our common purpose in each action is to provide developmental opportunities for the students of this University.

Intentional Decision Making

We are committed to making strategic decisions based on research and data collection to further advance the opportunities for student learning.

Quality Programs & Services

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

DEPARTMENT PROGRAMS AND SERVICES

Involvement

Student Organization Fair
Involvement Sessions
Resource Fairs

Leadership

UW–Madison Leadership Certificate
Leadership & Involvement Record
Willis L. Jones Leadership Center (JLC)

Organization Advising & Technology

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

Sponsored Student Organizations

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



BY THE NUMBERS

- **16,000+** total attendees returned to in-person fall and spring student organization fairs
- **120** students received the Leadership Certificate
- **973** Registered Student Organizations

BADGERS GETTING INVOLVED

- **14** sponsored students attended five different leadership conferences across the nation
- Formed partnership with the graduate studies resulting in over **50%** of Emerging Leaders Retreat participants were graduate students

LEADERSHIP

The Leadership Development functional area of CFLI had a great year as we continued to provide valuable services to campus partners through the efforts of Leadership @ UW and a comprehensive leadership development programming for students through the Leadership Certificate. Throughout all of our work, we promoted the Leadership Framework, supported student organizations and leadership development for positive change on campus, across the state, and throughout the world.

ACHIEVEMENTS AND HIGHLIGHTS

- Leadership Certificate program honored **96 students** for their leadership experiences, contributions, and achievements
- After a long hiatus, Leadership Certificate Ceremony was held **in person** in the spring of 2022
- Anne Louise Martino Women's Leadership Award, which typically recognizes one outstanding woman student leader for their leadership accomplishments and contributions in the Leadership Certificate program was awarded to **two outstanding graduating senior women**
- Completed a **Leadership Framework Validation** to ensure that the framework remains relevant and effective in meeting the needs of its users
- Successfully launched the Pilot of the **Online Leadership Self Assessment** to campus partners and made necessary updates for the launch in Spring 2023

OUR IMPACT

Throughout the year, the efforts of the Leadership Development functional area provided the campus and surrounding communities with opportunities to engage in practical leadership skill development and involvement. As COVID restrictions were lifted, we transitioned our programs and services back in person. We found that several services had flourished in the virtual world as students preferred virtual learning spaces and opportunities. During this period, we changed our Leadership Certificate advising appointments to be offered in person and virtually. This allowed for more flexibility and we were able to expand our reach to different student populations - those located outside of Madison, those in transition, and those who were part of the vulnerable population.

We also reestablished our Engaged Leaders through Employment (ELE) program as campus partners and student employees came back to campus again. The mission of ELE is to support UW-Madison employers in creating and sustaining a work culture that values student leadership development through integration of the UW-Madison Leadership Framework and best practices across campus.

What inspired you to get involved on campus?

The inspiration behind joining the Center for Leadership was to make a mark on campus that will exist even after I graduate. Being a JLC intern and pursuing the Leadership certificate brought opportunities that fueled my passion for making immediate and tangible changes in the leadership sphere. I took special interest in elevating student leaders, guiding students through workshops, and organizing guest speakers with narratives to inspire us all.

Advice for students getting involved?

One piece of advice I have for students who want to get involved is to push any nerves aside and pursue. It can be daunting to go for that first meeting or an interview, but the experience you gain in the process will compound and provide you with a skill set that can carry you into new endeavors. As you pursue, remember to always proceed with confidence.

What have you learned about yourself by being involved in CFLI?

After working with the Center for Leadership & Involvement, I learned a tremendous amount about myself as a student, coworker, and leader. Primarily, I learned that I want leadership to play a large role in my overarching passion which is in healthcare. I hope to gradually intertwine these two in the years to come.



AAVIA SHETTY

POSITION

Leadership Certificate Recipient and JLC Intern

MAJOR

Neurobiology

HOMETOWN

Naperville, IL

At the Willis L. Jones Leadership Center (JLC) we are committed to inspiring students to work together to positively transform their campus communities and beyond. At the JLC, we believe that leadership is an inclusive, relational process of working positively with others towards a shared vision. Our mission is to foster growth and confidence in both new and experienced student leaders by nourishing established leadership skills and developing untapped leadership potential.

ACHIEVEMENTS AND HIGHLIGHTS

- Created an **Authentic Leader of the Month** Instagram page to help promote 6 student leader’s efforts on campus and in their communities.
- Hosted the Emerging Leaders Retreat at the Olbrich Botanical Gardens and engaged with **31 participants** from a variety of academic backgrounds.
- Collaborated with the **Visiting International Student** - Noncredit Programs to host Osaka City University students in a two-part virtual leadership workshop series.
- Hosted **two speakers** from the Madison community to come to campus to speak on women’s education in India and using innovative practices to explore leadership development.
- Hosted a total of **6 workshops** from the Empower Leadership: Workshop Series program and saw an average attendance of **61%**.

OUR IMPACT

This past year, the JLC brought back in-person programming to campus. All of the workshops, speaker events, and Emerging Leaders Retreat featured chances for participants to engage with their peers and participate in person. As a result of these workshops, students were able to develop their individual leadership styles, learn how to effectively work in teams, and understand how self-awareness promotes inclusive leadership practices.

Other opportunities provided by our interns included sponsoring 14 students to attend virtual leadership development conferences across the country. Our interns hosted two guest speakers to come to campus to discuss international education opportunities and define leadership styles. Both of these speakers featured a learning component, as well as a chance to ask questions and connect with one another. Our Emerging Leaders Retreat brought together our largest group of workshop participants with 31 students from across campus. Our facilitators designed multiple activities that included reflection, communication, and identity discussions. An assessment was sent out at the end of the retreat to collect feedback and gauge activity effectiveness. Data shows us that participants were grateful for our dedicated facilitators, fun activities, and collaborative environment. Our interns remained dedicated to our mission and vision and successfully hosted twelve events throughout the academic year.

What inspired you to get involved on campus?

I got involved in the Jones Leadership Center because I wanted to grow. Prior to this year, I had never worked while in school and I wanted to challenge myself in my last semesters at UW. I am the type of person who enjoys always having somewhere to be, people keeping me busy, and a long to-do list calling my name. Throughout my academic career, I haven’t been known for the most productive time management skills and I wanted to take on an added responsibility that could help me make a change. I also wanted to get to meet new people while improving my public speaking, communication, and teamwork skills.

What did you enjoy most about being a JLC Intern?

I love that being a JLC Intern means I represent a group of individuals that works hard to make a difference on campus. The work that we have accomplished this year and the people next to me along the way have positively impacted the way I think and act in all kinds of groups and situations. I love being part of an organization that values my unique perspective and allows each individual to voice their personal opinions and ideas. Walking into the office every day, I can be confident in expressing myself truly and openly as an equal member of the team. The people are the best part of working at the JLC. I can always count on someone to lift me up and brighten my day.

Advice for students getting involved?

Start as soon as you can and don’t be afraid to go out of your comfort zone. Do something that scares you. Take every opportunity given to you and run with it as far as you can. You won’t regret getting involved in the JLC whether it be attending a retreat, nominating a peer for Authentic Leader of the Month, signing up for a First-Generation College Student conference, or countless other events that we hold throughout the year. You’d be surprised what you can uncover about yourself in an hour at a CfLI event.



ISABEL FERNANDEZ

POSITION

JLC Intern

MAJOR

English, Creative Writing

HOMETOWN

Mukwonago, WI

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 AND HIGHLIGHTS

- Continued to grow and improve **Dual Registration** partner program
- Expanded **AV key pickup and return** to an additional location at StudentPrint
- Developed and hosted an **RSO Resource Fair** to connect RSO student leaders to helpful resources
- Piloted and improved **RSO DEI Training Program** for full launch in FY23

OUR IMPACT

The OATS team has worked diligently over the years to connect with and support colleagues across campus who have job responsibilities that involve supporting a subset of student organizations. Through our Dual Registration partner program, we partner with 12 different offices across campus to improve RSO support and simplify potentially complicated processes. The OATS team in CfLI is counted on to be knowledgeable of wide-reaching campus policies and procedures, off campus and community impacts, and best practices for student and group development. Through this partnership and relationship building with campus partners, CfLI is able to provide an additional level of support for over 400 RSOs.

What inspired you to get involved on campus?

I wanted to get involved on campus to be a part of the close-knit community I saw in front of me. I had heard about people loving their work experiences at CfLI and could see the positive impact that CfLI has on the university as a whole.

What did you enjoy most about being the Student Org Fair Intern?

I enjoyed cultivating an experience for students of all classes and RSOs of all types to come together and share their interests. Seeing the impact that the Student Org Fair had on students during COVID was rewarding, as students were able to connect virtually to get involved on campus during the pandemic. This position also provided me with many new connections and valuable relationships, teaching me many lessons I will be able to carry with me into the future.

Advice for students getting involved?

I would tell students to try something new! Go with a friend to their club meeting, walk up to a new table at the Org Fair, apply for a job you're not sure you'll get. You will never know unless you try!

What have you learned about yourself by being involved in CfLI?

Through being involved with CfLI, I learned a lot about my own preferences for comfort and predictable situations. Throughout the past couple of years, I have grown a lot in this area and I now feel more confident in the unknown, seeing that I am able to problem solve and persevere!



JOSIE SAUFFERER

POSITION

Student Organization Fair Intern

MAJOR

Kinesiology

HOMETOWN

Lakeville, MN

STUDENT LEADERSHIP PROGRAM (SLP)

The Student Leadership Program (SLP) is a CfLI-sponsored registered student organization that focuses on providing inclusive and engaging 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. Our comprehensive leadership education continues to be provided in a hybrid format to ensure accessibility across diverse audiences.

ACHIEVEMENTS AND HIGHLIGHTS

- SLP maintained over **100 students who were directly involved** with the organization. This high retention rate is a result of the organization's focus on community building in a time of challenge.
- SLP **promoted 20 students** to leadership positions to oversee various committees, including: Badger Professional Development Network, Emerging Leaders Program, Students Advancing in Leadership, and Social Change and Inclusivity.
- SLP welcomed a new leadership team of **4 coordinators** to oversee all SLP programming and activity.
- Hosted **79 events** through the academic year including the Social Change & Inclusivity workshops, 2 retreats, weekly General Member Meetings, Committee Chair Trainings, the Emerging Leaders Program discussions, and the Bucky Awards Ceremony.

OUR IMPACT

Seeking out leadership opportunities can feel like a daunting task for any individual student, and that is why SLP is dedicated to holistic and inclusive leadership development. Throughout the 2021-2022 academic year, SLP focused on the following five themes: cultivating curiosity, committing to open-mindedness, value-guided leadership, how identity affects positioning and power, and desire to learn. With this focus on individual journeys in leadership development, SLP was able to develop programming that aligned with the UW-Madison Leadership Framework and social justice principles.

To provide ample opportunities to various students on campus, the ten committees within SLP hosted 79 in-person events throughout the year. The events ranged from one-time workshops to semester-long leadership development commitments to meet the needs of every individual. Overseeing these ten committees are our four Coordinators who met weekly to reflect with their advisor on past events, and use feedback to plan for future events.

What inspired you to get involved on campus?

I knew coming to college that I wanted to get involved in leadership similar to my student council experience, and I found that the Student Leadership Program was the place for me. I was able to grow in my leadership and enhance the skills that I had already acquired, while having fun and meeting new people!

What did you enjoy most about being a SLP Coordinator?

The thing I love most is the opportunities I have had to connect with students and University staff. A lot of those I have met while working here I know I would not have been able to if I were not in this leadership position, so I am so thankful I get to be a part of this organization. This community is so loving, inclusive, encouraging, and fun and it has been a pleasure getting to know them and work alongside them.

Advice for students getting involved?

My advice is to find a couple things you really enjoy and invest your time in them. It is easy to sign up for a bunch of different opportunities, but as humans we only have the capacity to truly invest in a couple. Therefore, if you are involved in a lot of things that can be fun, but the relationships and growth truly comes when you really dive into just a couple things that you are passionate about. Focus on investing yourself rather than just involving yourself.

What have you learned about yourself by being involved in CfLI?

I have learned that I am a good speaker and leader, but am not always a great listener. CfLI has given me the opportunity to lead, but also recognize the areas when I can take a step back and allow others to lead. As well, I know the positive impact others have made on me through being a listener to what I have to say, so I have learned to give others that love and truly listen to what they have to say.



KATIE CHESEBRO

POSITION
SLP Coordinator

MAJOR
Journalism and Communication Arts

HOMETOWN
Janesville, WI

Adventure Learning Programs (ALPs) is an organization that organizes adventure-based team building workshops using group games, initiatives, and other challenges to create an environment that fosters understanding and cooperation among all the group's members. ALPs recognizes diversity and unity in all groups and we facilitate dialogue toward understanding these qualities based on common human values. Through ground workshops, roving workshops, and high and low ropes courses, ALPs seeks to help all UW student groups become more effective, productive and unified through shared experiences. Ultimately, ALPs strives to create a strong sense of community among all members of the UW-Madison community.

ACHIEVEMENTS AND HIGHLIGHTS

- Hosting two **“Play Days”** in the Fall and Spring to bring students out to the ALPs Ropes Course at no cost
- Purchasing new **size-inclusive** full body harnesses
- Finalizing a **new land acknowledgment** for our High and Low Ropes Course workshops
- Facilitated **60+** workshops

OUR IMPACT

In August 2021, we had a group on the ropes course where one person self-identified as plus sized (who we will call Jordan). As we were fitting folks in harnesses that best fit their bodies, we discovered that we didn't have a harness that fit Jordan. At ALPs, we are extremely conscious of body size since we know that body image can negatively influence how people feel about themselves and make every attempt to make people feel welcome and not singled out because of their size. Despite our best efforts, we found ourselves doing the one thing we do our best not to do—make someone feel singled out and not included. Fortunately, Jordan was comfortable with their body and was willing to try on all options of harnesses we had to offer. We found one that fit, and we were ready to go! The first activity we were doing is called the Flying Squirrel which involves the group swinging a person up into the air. As soon as Jordan saw someone do the activity, they wanted to do it. We clipped them in and swung them up! To go from struggling to find a harness that fit Jordan to getting them on the element of their choosing was a special thing. After the workshop, Jordan sent us a note, which said: “You guys were such a joy, thank you for making a plus size woman feel like a queen.” It was a reminder of what is possible, and the impact ALPs can have on a person's life.

What inspired you to get involved on campus?

I joined ALPs as a freshman because I wanted to find a community of people and to be a Part of a student organization to be more involved on campus. ALPs caught my eye at the Student Org Fair (and little did I know ALPs would come to be a HUGE part of my college experience)!

What did you enjoy most about being a student director?

I loved being a Student Director because of the people I got to work with. I was able to make closer connections with my fellow Student Directors and all of the people in ALPs in addition to meeting other CfLI Staff!

Advice for students getting involved?

I would encourage people to get involved and reach out to other to get involved. I waited until my junior year to fully jump into going to ALPs events that were not required and connecting with other people in ALPs in a social—rather than professional—context, and it has made my already great experience in ALPs even better. Join a committee, go to ALPs eats, or just reach out to someone to study with them!



EMILY WENTORF

POSITION

ALPs Student Director

MAJOR

Spanish and Biology

HOMETOWN

Racine, WI



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