Sidney A. Ribeau
President’s Leadership Academy
Annual Report
2009-2010

"Eyes on Tomorrow and Feet on Today"
Department Mission/Vision Statement

Vision
The President's Leadership Academy (PLA) at Bowling Green State University (BGSU) strives to graduate passionate leaders with the skills necessary to make a difference in their communities and the world.

Mission
The President’s Leadership Academy (PLA) provides a comprehensive leadership curriculum grounded in the ideals of servant leadership. Through the development of a community of scholars, students are empowered to grow and develop as they seize opportunities and maximize their academic success while at Bowling Green State University.

Values
The values of the President's Leadership Academy extend from the core values of Bowling Green State University and serve as the lens through which leadership is examined and taught. Embodying and living these values are hallmarks of effective leadership.

Integrity
Integrity is defined as leadership that is authentic, genuine, true, and honest. Scholars will demonstrate ethical and moral behavior that is personally and professionally congruent.

Service
Service is defined as a selfless devotion to making a positive impact across the globe. Scholars will demonstrate service through concern, charity and action geared toward the well-being of others.

Credibility
Credibility is defined as responsible and accountable behavior through the practice of professional leadership skills.

Learning
Learning is defined as intrapersonal and interpersonal development that results in the effective application of leadership skills, multicultural competence, creative thinking and problem solving, and overall academic success.
Executive Summary

The PLA began 2009-2010 with a 97% retention rate from Spring 2009. 110 scholars matriculated into the fall of 2009. Two students graduated in December 2009, one student withdrew from Bowling Green State University and one student was removed from the PLA. Therefore, the fall to spring retention rate was 98%. Academically, the average cumulative grade point average rose from a 3.06 to a 3.16 for the same period. The spring cumulative grade point average dropped to a 3.03. In January the PLA staff implemented an academic intervention process for students whose cumulative grade point average remained below the scholarship minimum requirement. Each student established a comprehensive academic plan that was monitored weekly by PLA staff.

Financially, the PLA secured a $5000 grant from Target to support student travel to the National Conference on Student Leadership. In addition PLA was the beneficiary of the 1959, 1969 and 1960 Class Reunion gifts. This money will be used to support student scholarships once it becomes available from the BGSU Foundation. PLA received a $1500 grant from the Falcon Parent and Family Association to help support the Summer Program. Finally, PLA received a gift of day planners from At-A-Glance to be used for the incoming cohort. This gift is valued at $600.00.

In support of the University’s recruitment and retention focus the PLA expanded its recruitment efforts through increased high school visits and follow-up telephone calls to recruits, from current scholars. These efforts resulted in receiving 125 applications for the 28 scholarships awarded for 2010-2011. Furthermore, the PLA collaborated with Student Support Services and the SMART Program to create the BGSU chapter of Chi Alpha Epsilon, the national honor society for first-generation college students. Finally, to increase experiential learning opportunities for scholars, the PLA created six office internships for undergraduate students (mentoring, event planning, recruitment, service, marketing, and multiculturalism).

In January 2010 the PLA conducted a departmental program review. Dr. John Dugan (Loyola University) and Dr. Amy Radford-Popp (Michigan State University) conducted a two day visit to Bowling Green State University. After reviewing departmental documents and conducting a series of campus interviews, the review team submitted twelve recommendations to the department. These recommendations will be used to develop a departmental strategic plan. Based on the visit from the external review team the PLA will be featured in the new edition of the Handbook for Student Leadership Programs published by the National Clearinghouse for Leadership Programs.

Randy Gardner continued his position with the PLA and conducted over 50 one-on-one meetings with scholars regarding internships. In addition Mr. Gardner hosted a series of brown bag lunches. In support of departmental efforts to increase relationships with PLA alumni, the PLA Alumni Society was created in April 2010 through Alumni Affairs. Mary Kay Inkrott (2005) who currently serves as the Assistant Director of Student Athlete Services at Bowling Green State University, has agreed to chair this society.

In an effort to address program redundancies and foster collaborative relationships the PLA partnered with Student Athlete Services (SAS) regarding study tables. SAS agreed to have PLA scholars attend study tables in their location. In exchange the PLA financially assisted with staffing costs. The PLA partnered with the Office of Campus Activities to assist with the development of the BG Leadership Certificate. 26 first-year scholars were enrolled in the program and continue to work toward earning the certificate. The Absence Review Committee was created to examine scholar absences from required PLA events. This is a peer based accountability board that met at the end of each semester to make decisions.

The PLA received a fundraising award from Dance Marathon for the $5000 raised. Over 3000 hours of service were provided to Dance Marathon by PLA scholars.
Contribution to Division of Student Affairs Action Items and University Strategies

1. Increase student success as measured by GPA, retention and graduation rates

<table>
<thead>
<tr>
<th></th>
<th>2008-2009</th>
<th>2009-2010</th>
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<tbody>
<tr>
<td>Fall GPA</td>
<td>3.16</td>
<td>3.16</td>
</tr>
<tr>
<td>Spring GPA</td>
<td>3.06</td>
<td>3.03</td>
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<tr>
<td>Fall-Spring Retention Rate</td>
<td>99%</td>
<td>98%</td>
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<tr>
<td>Spring-Fall Retention Rate</td>
<td>97%</td>
<td>98%</td>
</tr>
<tr>
<td>Graduation Rate (within 4 years)</td>
<td>53.8%</td>
<td>57.7%</td>
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<tr>
<td>Graduation Rate (within 5 years)</td>
<td>88.7%</td>
<td>88.1%</td>
</tr>
<tr>
<td>Graduation Rate (beyond 5 years)</td>
<td>91.7%</td>
<td>90.7%</td>
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Graduation rates are based on the total number of students who completed the four-year PLA program and graduated from BGSU as of May 2010.

- 72 of the 110 scholars (65%) received a 3.0 or better in Fall 2009.
- 63 of the 106 scholars (59%) received a 3.0 or better in Spring 2010.

2. Complete the learning outcomes and curriculum project per Division requirements

Learning outcomes were established for the following PLA activities: Summer Program; Fall Retreat; Fall Freshmen, Sophomore & Junior cohort meetings; Spring Freshmen and Sophomore cohort meetings. Corresponding assessment was conducted in these areas.

3. Implement the changes recommended by the Future of the PLA committee

The Absence Review Committee was formed and reviewed scholar absences for the fall and spring semester. This peer model proved to be extremely effective in helping students understand issues of accountability. The ARC members made recommendations for changes to the policy and procedures which will be implement for 2010-2011.

For 2009-2010 most of the PLA Forums focused on cross-cohort interaction. During the fall semester these meetings were planned by the staff. In the spring, each cohort was responsible for implementing a meeting. Various activities were conducted that built team relationships and allowed students to interact. Feedback from the scholars was extremely positive but we will evaluate how often these types of meetings will occur.

4. Review and make programmatic changes based on the results from focus groups conducted in March 2009.

Following the submission of this action item the PLA was notified it would need to complete an external program review during 2009-2010. Therefore, it was decided to suspend this action item pending the final report from the external review team. Action items for 2010-2011 will be established based on the external review recommendations.

Program Participation and Usage Data

<table>
<thead>
<tr>
<th>Program/Facility</th>
<th>2009-2010 Count</th>
<th>2008-2009 Count</th>
<th>% Change (+/-)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student One-on-One Meetings</td>
<td>864</td>
<td>880</td>
<td>-1.8%</td>
</tr>
<tr>
<td>Cohort Meetings</td>
<td>56</td>
<td>56</td>
<td>0%</td>
</tr>
<tr>
<td>PLA Forums</td>
<td>8</td>
<td>9</td>
<td>-11.1%</td>
</tr>
<tr>
<td>Program/Facility</td>
<td>2009-2010 Count</td>
<td>2008-2009 Count</td>
<td>% Change (+/-)</td>
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<td>----------------------------------</td>
<td>-----------------</td>
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<tr>
<td>Internship Meetings with Randy Gardner</td>
<td>56</td>
<td>6</td>
<td>+833%</td>
</tr>
<tr>
<td>Leadership in Action Brown Bag Lunches</td>
<td>6</td>
<td>6</td>
<td>0%</td>
</tr>
<tr>
<td>Scholarship Applications</td>
<td>118</td>
<td>125</td>
<td>+5.9%</td>
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<tr>
<td>Fall Total Number of Scholars</td>
<td>110</td>
<td>115</td>
<td>-4.3%</td>
</tr>
<tr>
<td>Spring Total Number of Scholars</td>
<td>106</td>
<td>113</td>
<td>-6.2%</td>
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<tr>
<td>Recruitment College Fairs</td>
<td>6</td>
<td>4</td>
<td>+50%</td>
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<tr>
<td>Recruitment High School Visits</td>
<td>15</td>
<td>4</td>
<td>+275%</td>
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**Major Staff Achievements**

Julie Ann Snyder was named the permanent director of the Sidney A. Ribeau President's Leadership Academy (October, 2009).

Julie Ann Snyder received the Special Friend Award from TRiO Collegiate Services at Bowling Green State University (April, 2010).

Jacob Clemens, Doctoral Intern, was elected President of Higher Education Administration Doctoral Students (HEADS) for 2010-2011.

Bryan Austin, Doctoral Intern, was elected Vice President of Higher Education Administration Doctoral Students (HEADS) for 2010-2011.

The Sidney A. Ribeau President’s Leadership Academy became a member of the International Leadership Association.

The Sidney A. Ribeau President’s Leadership Academy co-sponsored a webinar for the Division of Student Affairs on assessing student learning outcomes.

**Proposed 2010-2011 Priorities/Action Items**

1. Examine the role and purpose of the PLA Forum and find ways to make these meetings more meaningful.
2. Increase recruitment and completed applications for students of color to ensure racial diversity of incoming cohort.
3. Identify future scholarship funding amount considering loss of Thompson funding. Continue to work with development officers to increase scholarship fundraising.
4. Clarify PLA mission and vision with internal and external constituents. Increases program exposure to enhance campus understanding.
5. Increase program assessment by partnering with Institutional Research and the Multi-Institutional Study of Leadership project.
6. Establish methods for PLA participants to interact with, and have frequent contact with, a diverse population of faculty, staff, guest speakers, and lecturers.
7. Assume the coordination and supervision of Leadership Programs from the Office of Campus Activities into the PLA program, thus creating the Department of Leadership Programs and the Sidney A. Ribeau President's Leadership Academy.