

**COMMUNITY AND PURPOSE: ENCOURAGING YOUNG WOMEN'S CIVIC
DEVELOPMENT IN A GLOBAL LEADERSHIP PROGRAM**

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Keonya C. Booker, Ph.D.
Assistant Dean of Students
Randolph-Macon Woman's College
Lynchburg, VA 24503
kbooker@rmwc.edu

Dr. Keonya Booker is Assistant Dean of Students at Randolph-Macon Woman's College. In her capacity, Dr. Booker is in charge of new student and leadership programs. She implements new student orientation, is advisor to the first-year class, monitors the school-wide electronic portfolio, and directs the newly established Davenport Global Leadership Program. Prior to her position at R-MWC, Dr. Booker was an assistant professor at the University of Virginia in the Curry School of Education.

Presentation Track: Practice

In this session, participants will learn about the Susan F. Davenport Global Leadership Program. This innovative program, recently launched at Randolph-Macon Woman's College, spans all four years of a student's college experience and provides access to significant resources that will help them develop strengths in a global marketplace. By the time students complete the program, they will have established themselves as a leader on many levels, locally to internationally.

Introduction

Randolph-Macon Woman's College's Susan F. Davenport Global Leadership Program is the College's latest foray into the development of global leaders. The Program is designed to provide students with a solidly interconnected framework for their development as ethical leaders and contributors to the public welfare at the personal, local, and international levels. The learner objectives for this session include: (1) a description of the development, establishment and implementation of the global leadership program, (2) the presentation of results collected to date and (3) a question-and-answer period for participants who wish to discuss leadership programs at their home institutions.

Background

Randolph-Macon Woman's College is a highly diverse institution. With more than 700 students enrolled on campus, 12% are international students representing 46 countries worldwide. The domestic student body is equally as diverse with students hailing from 46 different states in the union. Randolph-Macon Woman's College considers the development of leaders for the global society of the 21st century to be critical to our overall educational mission. Guided by our Honor Code and supported by our close knit residential community, students are challenged daily to behave ethically and honorably, to bridge cultural differences and to resolve conflict constructively.

How it Works

The Davenport Program was designed to operate as a leadership development ladder over all four years of a student's experience at the College. These separate years are regarded as Phases, which are completed consecutively. First-year students are

strongly encouraged to participate, as they will be able to complete all four years.

Upperclass students can participate, but they will have to begin at Phase I.

Accompanying this text is a full outline presentation of the Davenport Program; however, as this is the first year of the program, Phase I will be presented in detail. The first phase of the Davenport Program is the Emerging Leader Program (ELP). The ELP is based on the *Social Change Model of Leadership Development* created by a group of higher education professionals and funded by the Eisenhower Leadership Development Program. The core of the program is the *Seven C's*, which help guide the program.

The ELP was in existence in past years at R-MWC, and is used as the foundation for the Davenport Program. In the first semester, students are exploring their values, talents, and skills in weekly Emerging Leader workshops. These workshops span eight weeks and students meet in small groups with an upperclass leadership mentor. These mentors are students who have completed the Emerging Leader Program and are established campus leaders. At each workshop, students cover a new “C” and engage in interactive exercises to practice what was discussed.

In the second semester, students apply the concepts they learned in the fall by completing a public service project. Students are encouraged to work with one another in their small groups to brainstorm an idea, work through the *Seven C's* and then execute the project. At this point, mentors are still providing peripheral support, but mentees are expected to fully apply the leadership skills gained in the fall.

Results to Date

This year's incoming class completed the first part of Phase I of the Davenport Program with much success. A formal evaluation of the program will be completed at the

end of the school year. Anecdotal and informal information obtained at this point in the year show that most students are pleased with the program and find it a useful co-curricular activity. Faculty and staff also note that students in the program are completing exemplary work in their courses and are engaged in other activities on campus.

Conclusions/Recommendations

Randolph-Macon Woman's College is a place where courageous and informed leaders are developed and where action for social change is encouraged. The Davenport Global Leadership Program gives incoming students a very comprehensive plan for leadership development. First-years are able to learn about important leadership concepts while, at the same time, encouraged to interact with their peers and engage in service. As developed, the program is designed to utilize and enrich the leadership capacities of its participants. Administrators expect to continually build upon this program in future years.

Below is an outline of the expectations of a student participating in the Susan F. Davenport Global Leadership Program across all four years of her experience:

Phase I: Self-Assessment and Motivation [First-year]

- Complete the Emerging Leader Program (eight workshops in the fall and a community service project in the spring)
- Become actively involved in at least one campus organization
- Document Davenport Program activities in Electronic Portfolio

Students who complete Phase I will be honored at a special ceremony in the spring.

Phase II: Local and Community Action [Sophomore]

- Participate as a peer mentor in the Emerging Leader Program
- Attend the Davenport Leadership Workshop Series
- Become involved with a local community organization
- Identify a community service, internship, or study abroad learning experience to complete in Phase III
- Participate in the Davenport Grant Writing Seminars

Students who complete Phase II will earn a grant writing certificate and are eligible to apply for residence in the Norfolk Leadership House for the following year.

Phase III: Community Action and Proposal Writing [Junior]

- Formal submission of Davenport Grant Proposal
- Implementation of learning experience identified from Phase II (either on-campus or abroad)

Students who complete Phase III will earn the designation of “Junior Davenport Fellow” and be acknowledged at the Academic and Leadership Award Ceremony in the spring.

Phase IV: Davenport Capstone Experience—Global Action [Senior]

- Undertake project outlined in Davenport Grant Proposal
- Present capstone project to R-MWC community in the *Leaders for Global Change Forum*
- Submit an evaluation of overall Davenport experience in a personal assessment document

Students who complete Phase IV will be listed in the Commencement Program as “Senior Davenport Fellows” and will receive special recognition at graduation.