



PRESIDENT'S LEADERSHIP
DEVELOPMENT
PROGRAM

ANNUAL REPORT

2022-2023



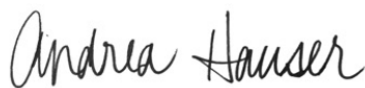
MESSAGE FROM THE EXECUTIVE DIRECTOR

It's been a busy year! We have much to celebrate as we close the program's first year. First and foremost is to recognize the success of our scholars. At this time last year, they accepted the invitation to join a group of fellow leaders to embark on a four-year development journey while also joining our campus community at Case Western Reserve University. While they may not have known much about the program then, their willingness to dive into the experience and demonstrate a commitment to leadership learning has led us to meet our first-year goals.

Our first goal was to support the scholar's transition to college life. Between living independently for the first time, meeting the demands of collegiate coursework, and adjusting to life in Cleveland, the scholars experienced many changes. One of the most important aspects of this transition has been building a sense of belonging and community with their peers. The relationships the scholars have made with each other will provide the foundation for their continued work over the next three years. Further, by joining student organizations, attending social events, and reaching out to classmates and faculty, they developed meaningful connections beyond their cohort that eased the transition and connected them to the CWRU community.

Another key component of the first year was examining leadership and what it means to be a leader. Through studying leadership concepts in our classroom and cohort meetings, hearing from established leaders in the Cleveland community, and working together on a service project this past fall, the scholars have developed their own definitions of leaders and leadership that reflect their strengths, values, and motivations to create positive change for their communities around issues they care about. This process also required getting to know oneself as a leader—they identified their strengths, articulated a personal set of values, reflected on how they contribute to a team, and set expectations for themselves for leading authentically in their commitments that they will continue to build on during their time at CWRU and beyond.

In our first annual report, **you can check out what the scholars have been doing, what they've been learning, and what's coming up for them** this summer and the coming year.



Andrea M. Hauser, PhD
Executive Director



PROGRAM MILESTONES

FALL 2020

Discussions about the future of leadership begin between Dr. Scott Cowen, Interim CWRU President, and alumnus Joel Roth (CIT '58).

SPRING 2021

The agreement to create the Roth Leadership Institute pilot program is finalized.

FALL 2021

The Institute's Advisory Board of Directors, Executive Committee, and Planning Committees are assembled to support the pilot's launch.

SPRING 2022

Dr. Andrea Hauser is hired as the Institute's Inaugural Executive Director and the first cohort of scholars is selected from CWRU's incoming class.

SUMMER 2022

The program is renamed the President's Leadership Development Program under the vision of Provost Ben Vinson III. The program's four-year curriculum is conceptualized with an emphasis on socially responsible leadership.

FALL 2022

The inaugural cohort of 8 President's Leadership Scholars arrives on campus.

SPRING 2023

The program website is launched, the scholars successfully complete their first year, and year 1 of the pilot is completed.

WHAT ARE THEY DOING?

YEAR BY THE NUMBERS

48+

Number of hours spent on one-on-one advising meetings between scholars and PLDP staff discussing their leadership development and transition to CWRU.



Hours of classroom time learning about socially responsible leadership, including the planning and execution of a scholar-driven service project.

40+

25+

Number of student organizations the scholars represent as general members and serving on executive boards. These organizations include CWRU Footlighters, It's On CWRU, MedWish International, Minority Association of Premed Students, and the Residence Hall Association.



Hours scholars spent learning from each other about the social change model of leadership development during bi-weekly cohort meetings.

21+

WHAT ARE THEY DOING?

YEAR BY THE NUMBERS

Hours of learning from leaders during our Friday night Monthly Speaker series, including:

- **Scott Cowen**, President Emeritus and Distinguished University Chair of Tulane University and former Interim President of CWRU
- **Janice Gerda**, Associate Vice President, Student Engagement & Learning Division of Student Affairs, CWRU
- **Jazmin Long**, CEO, Birthing Beautiful Communities
- **Andrew November (LAW, '09)**, Liner Legal
- **Keri November**, Co-Founder, Tremont Brainerd and Lecturer, CWRU
- **Baiju Shah**, President & CEO of Greater Cleveland Partnership

12

2

Weekend Leadership Retreats, including visiting Camp Nuhop with CWRU's Emerging Leaders program and spending time at CWRU's [think]box.



Shared living community in the North Residential Village's Cutler House, which scholars cited as the #1 source of community building within the cohort.

1

100%

Retention rate of scholars between admission through fall 2023 registration versus CWRU average of 92.8%



WHAT ARE THEY DOING?

SERVICE SPOTLIGHT

We view service as a vehicle for leadership development. By engaging in service, scholars put into practice the leadership concepts they are learning in the program while working alongside established leaders and contributing to their communities.

EDWINS FAMILY CENTER PROJECT



As part of their Introduction to Leadership course in fall, the scholars were tasked with planning and executing a service project in the Greater Cleveland community. With the help of the Center for Civic Engagement and Learning, they connected with Edwin's Leadership Institute & Restaurant, a local nonprofit that trains formerly incarcerated adults to work in the culinary and hospitality industries.

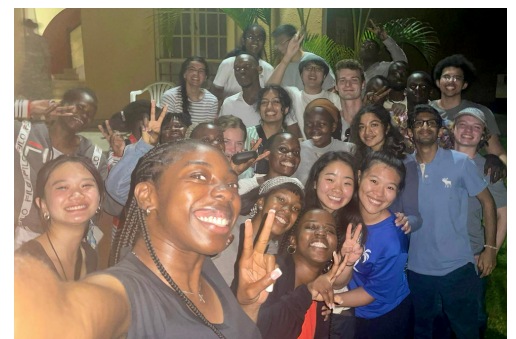
The scholars helped Edwin's staff prepare their building for a brand-new daycare facility. This facility will address the childcare needs of participants in the Institute, thereby decreasing attrition rates in the program. The scholars spent a Saturday learning about the organization's mission while painting and preparing the Edwin's Family Center space which opened in spring 2023.

LOGAN TSUKIYAMA

This past spring break, I had the opportunity to travel to Uganda for a study abroad course in Global Health Design. Since 2015, CWRU has sent a multidisciplinary team of students and faculty to perform field research on different global health projects in Uganda in collaboration with Makerere University.

This year, the team of 18 CWRU students focused on the Vaccine Cold Chain, Pediatric Pulse Oximetry, and Medical Waste Management projects. We collected data on a vaccine carrier prototype designed by CWRU Global Health Design Collaborative and Makerere University students, observed a variety of remote vaccination outreaches, and interviewed healthcare workers at different levels of the Ugandan healthcare system.

Overall, this experience has significantly heightened my interest in and understanding of accessibility to healthcare in a global context by allowing me to observe the direct impacts of collaborative research and intervention in global health.



WHAT ARE THEY LEARNING? ASSESSMENT OUTCOMES

In the classroom...

	Scholar Average	CWRU First-Year Student Average
Fall 2022	3.65	3.50
Spring 2023	3.62	3.53
Cumulative 2022-2023	3.64	3.52

Scholars completed two assessments to determine their learning during in our bi-weekly cohort meetings.

Fall Average - **96%**

Spring Average - **91%**

...and in the program.

Changes in defining leadership...

I previously thought of leadership in terms of what someone does when they are in a group. However...time spent reflecting, being mindful, and developing self-awareness is important because it allows leaders to find their values and ensure they align with their actions...Relationships between leaders and followers is fluid. No one is a leader or follower all the time.

*Leadership is not just leading the masses or leading by example, but it is the act of making sure that **the vision and values of the group are upheld**. Good leadership comes from maximizing one's strengths and talents to create social change... It is a misconception that leadership is only possible when one holds 'authority' over others. It is really **the collective of the group that makes up leadership**.*

...and leaders

*I thought being a leader meant having a position of either power or higher status...Now, I recognize that **being a leader means that your actions align with your values, and it is not reliant on position**. You can be a leader in so many different ways, and so many different types of people can be leaders.*

*I used to believe a leader was anyone in a power position and gave orders or had others 'under' them...now **I see it as the ability to realize one's strengths and beliefs and apply them to working with others to reach a shared goal**...one must be ethical to be a true leader and center a common purpose...otherwise the leader will just bring down the group or organization.*

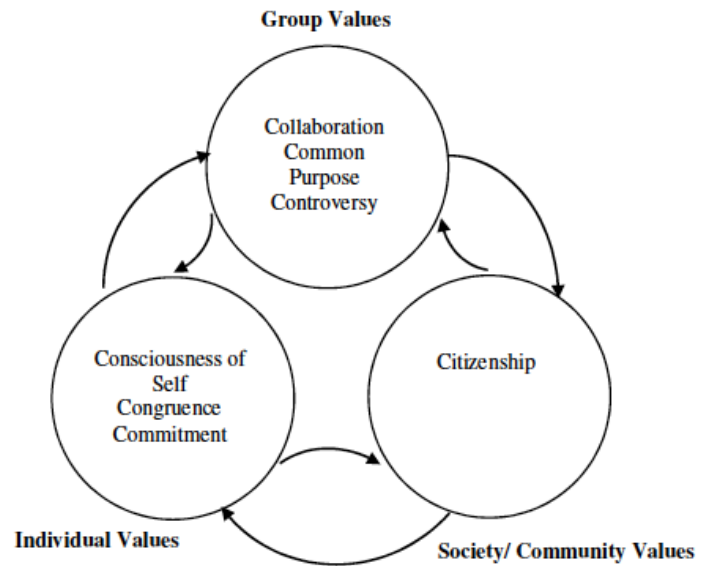
WHAT ARE THEY LEARNING? LEADERSHIP DEVELOPMENT

The program is rooted in the social change model of leadership development (SCM). Leadership development is assessed using the Socially Responsible Leadership Survey, a psychometrically validated instrument from the National Clearinghouse for Leadership Programs at the University of Maryland.



Leadership development is assessed on measures rooted in the social change model.

Year 1 centered on the **individual** values of the SCM:



Cohort Averages			
Construct	Pre-Test	Post-Test	Difference
Consciousness of Self	3.25	4.08	+0.83
Congruence	4.30	4.45	+0.15
Commitment	4.27	4.35	+0.08
Controversy with Civility	3.76	4.31	+0.55
Collaboration	4.22	4.05	-0.17
Citizenship	4.59	4.45	-0.14

Scholars were assessed at the start and end of the academic year. The cohort averages indicate growth in the three constructs central to the individual values, including an impressive **nearly 1-point increase in students' self-awareness.**

Notable decreases in collaboration and citizenship indicate that scholars became more aware of opportunities for growth in these construct areas. Both collaboration and citizenship will be central in years 2 and 3.

WHAT'S NEXT SUMMER 2022

More than 98% of undergraduates at CWRU participate in some form of experiential learning—internships, co-ops, research opportunities, and study abroad by the time they graduate—but 100% of our scholars are starting their experiential learning journey this summer.

Each scholar secured their own unique site and drafted a personalized learning plan to tie the experiences to their leadership development.



Rohan Jain | Fellow, Summer Urban Health Fellowship, Harbor UCLA Medical Center | Los Angeles, CA

Malcolm Miller | Researcher, University of Pennsylvania's Youth Civic Engagement Research Project for Social Inquiry | Philadelphia, PA

Desir'ee Neal | Core Teacher, Aspire Program at Hathaway Brown | Shaker Heights, OH

Amadosi Ologunja | Camp Counselor, Deerkill Day Camp | Suffern, NY

Sydney Raby | EMS Trainee, PRIDeStar/Trinity EMS | Lowell, MA

Mira Schwarz | Assistant Nurse, Camp Al-Gon-Quain | Burt Lake, MI

Nina Thompson | Camp Counselor, Senior High Sports Camp at Jumonville Christian Camp and Retreat Center | Hopwood, PA

Logan Tsukiyama | Undergraduate Laboratory Assistant, Haselton Laboratory at Vanderbilt University School of Engineering Research Program | Nashville, TN

WHAT'S NEXT

YEAR 2

A cornerstone of the second-year experience will be the scholars' collaboration as a cohort on a social change project. Through a partnership with CWRU's Center for Civic Engagement and Learning, scholars will work with a Cleveland-based nonprofit organization to learn directly from leaders creating change in their communities. They will research a social issue from a systems perspective, strengthening their understanding of socially responsible leadership while also experiencing training in teamwork in partnership with the Office of Interprofessional and Interdisciplinary Education and Research. Combined, the scholars will apply what they learned about themselves in a team setting while practicing leadership and serving the greater Cleveland community.



1. Practicing Leadership

Scholars will continue their experiential learning through active engagement in a student organization, academic team, or faculty-led research project.



2. Apply Sense of Self

Scholars will utilize the increased sense of self developed in year one to their work with others, both in their cohort and with other student leaders on campus.



3. Engaging in Social Change

Scholars will differentiate types of social change and practice socially responsible leadership through their engagement with a non-profit community partner in Cleveland.

ACKNOWLEDGMENTS

Special thanks to the following campus partners and supporters:

- Center for Civic Engagement and Learning
- Inamori International Center for Ethics and Excellence
- Office of Student Affairs
- Office of the President
- Office of the Provost
- PLDP Advisory Board
- PLDP Executive Committee
- PLDP Planning Committee
- Residence Life
- Student Activities and Leadership
- Student Success Experiential Education
- Student Success Navigators
- Thwing Center
- Undergraduate Admission
- University Housing
- University Marketing and Communications

Thank you for your support and partnership in our effort to create socially responsible leaders and positive social change.

CONTACT

President's Leadership Development Program
Case Western Reserve University
11111 Euclid Ave.
Cleveland, OH 44107

case.edu/leadershipscholars
leadershipscholars@case.edu