Where leadership is a process, not a position.
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Once again, it’s time to reflect on another great year of leadership programming sponsored by the Center. This year’s Annual Report highlights the continued success of our core programs, Leadership CofC, Fall Leadership Conference, the Institute by LeaderShape, and Cougar Excursion. Additionally, we’ll note our new community initiatives through partnerships with the Mayor’s Office for Children, Youth, and Families and the South Carolina chapter of the Jefferson Awards Foundation. The Center continues to partner with several campus offices such as Multicultural Student Programs and Services, Residence Life, and the Office of Fraternity and Sorority Life on leadership training for niche populations.

In this publication, you’ll see how our two student organizations, Dance Marathon (DM) and Omicron Delta Kappa (ODK), hosted milestone events, with their 10th Annual Dance Marathon event for MUSC Children’s Hospital and ODK’s first Day of Service project.

Our survey results continue to reveal that student satisfaction of our programming is high and that learning is happening. Student participation, along with their program planning assistance amazes and motivates us daily. I think you will agree that the Center continues to impact our student’s experience positively.

In a final thought, I wish to share some exciting news regarding national exposure the Higdon Student Leadership Center received this year with the publication of The Princeton Review’s, Colleges that Create Futures by Robert Franek. In this book, Franek discusses fifty schools with specific programs, beyond the classroom, that help prepare students for success after college. The Leadership Center is featured in the chapter about the College of Charleston.

We hope this report provides new insight and information on our leadership development efforts and that you enjoy reading it. We thank you for your continued support.

Michael Duncan

2015—2016 Annual Report
Last August, incoming freshmen were given the opportunity to attend Cougar Excursion (CE). Participants enjoyed three days of leadership development, training, and good fun. They were able to form friendships with 30 upper-class students who served as staff facilitators for the program. The student leaders are some of the most involved students on our campus and serve in capacities throughout the College of Charleston campus. Selected by an application and interview process, they volunteer their time solely to help teach participants what they need to know in order to succeed at the College.

Several influential faculty and staff attended CE to get to know the participants, with the hope of creating meaningful and lasting connections with them. A highlight of CE was when Alicia Caudill, Executive Vice President for Student Affairs, shared her strategies of success for incoming freshmen.

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% will be able to apply what I learned</td>
<td></td>
</tr>
<tr>
<td>99% will be a better and more involved member</td>
<td></td>
</tr>
<tr>
<td>99% feel more confident about getting involved</td>
<td></td>
</tr>
<tr>
<td>99% feel better informed about involvement</td>
<td></td>
</tr>
<tr>
<td>99% feel better equipped to begin their</td>
<td></td>
</tr>
<tr>
<td>97% are glad they attended and would</td>
<td></td>
</tr>
<tr>
<td>93% helped me identify, commit to, and act</td>
<td></td>
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</tbody>
</table>

Small group discussion.
As one of the core components of the Leadership Center’s programming, this interactive experience is specifically designed so participants gain knowledge and develop a sense of community that is pertinent to a successful first year at the College. Based on model programs from colleges across the nation, this program has proven to enhance the student experience, better a student’s chance at finding a home here and ensure academic success and a higher GPA. Participants tend to be more satisfied overall with their college experience than those who have not attended such programs. Through their participation in Cougar Excursion, the students’ natural leadership talents begin to transform into skill sets that are pivotal to mastering their freshman year and beyond.

“CE exceeded all my expectations, thanks not only to the great participants but thanks to the great staff. I have way less anxiety about starting college now and would love the opportunity to help incoming freshmen the way the facilitators have helped me.” “It was super fun and I learned a lot about myself and got to meet amazing people.”

Another successful team building exercise.
Student Participation and Assessment

For the 2015-16 academic year, the HSLC has been actively reviewing current assessment instruments and protocols. The staff is committed to increasing how we measure, record, and report the success and impact to student learning from participation in our programming. We anticipate being more intentional with stated learning objectives measured and qualitative data reported in future publications.

Below is our current functional map for assessment that was created by the Leadership Center staff. In this graphic, we match major leadership development programs with intended learning goals of the Center.

<table>
<thead>
<tr>
<th>Learning Goals</th>
<th>Cougar Excursion</th>
<th>Leadership CofC</th>
<th>The Institute</th>
<th>Fall Leadership Conference</th>
<th>Second Year Leadership Series</th>
<th>Leadership Second Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learn to empower self by discovering one’s strengths and areas of development and achievement of goals.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Understand the concept, development and application of leadership and how to effectively integrate them into everyday situations.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Build meaningful interpersonal relationships through communication, motivation, and teamwork.</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase knowledge of decision making for second year.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Clarify, internalize, and live congruently one’s own values.</td>
<td>X</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Attendance
- Cougar Excursion - 150
- Fall Leadership Conference -56
- Leadership CofC - 48
- Institute by LeaderShape - 41
- SALA Awards – 36
- Leadership Certificate Program - 20
- Second Year Leadership Series - 19
- Dance Marathon - 300
- Omicron Delta Kappa - 15

Campus/Community Outreach
Workshops and Presentations
- Resident Assistants and RHDs - 122
- Jefferson Awards Foundation - 150
- Student Athlete Academic Services - 60
- IMPACT (Office of Fraternity and Sorority Life) - 60
- Orientation Interns - 20
- SPECTRA LEADers - 14
- Junior Project (Admissions) - 50

**1158 Total students!**

6  Higdon Student Leadership Center
Leadership Certificate Program

A fifth group of students completed the Leadership Certificate Program in April. With guidance from the Higdon Student Leadership Center staff, this program helps students successfully set and accomplish their goals, increase their skill development, as well as effectively articulate and apply their abilities to leadership areas in their lives.

Some of the requirements of the program include: attend at least two Leadership Conferences as well as approved professional development workshops, hold a leadership position on campus, and complete a personal leadership reflection. The reflection project is displayed at the SALA Awards event and at the Center for the next year.

CONGRATULATIONS!

The following students were honored at this year's SALA Awards Ceremony for completing the Leadership Certificate Program:

Charlie Essie
Warren Steele

Leadership Certificate Program

New This Year:

Second Year Leadership Series

The Second Year Leadership Series is a series of free workshops on topics that are important to second year students. Each workshop is designed to challenge, support, and empower students through this phase of one’s college experience, as many important decisions have to be made during the second year. In collaboration with many other campus offices, we hope to build on this program to address the unique set of needs of second year students.

2015 Schedule

9/21 – Campus Involvement and Civic Engagement
9/28 – Living off-campus; What to Know
10/5 – Academic Planning; Choosing a Major
10/12 – Promote Yourself (Resume and Networking Skills)
10/26 – Study Abroad
11/2 – Finding an Internship
11/16 – Managing Yourself; Emotional, Physical, and Financial
11/23 – Wellness and Leadership

2015—2016 Annual Report
Leadership CofC

Leadership CofC is a prestigious cohort of 60 juniors and seniors selected to learn about leadership through a commitment to monthly on-campus or off-campus programs. Most of the students are nominated for the program by CofC faculty and staff. Once nominated, students complete a rigorous application and interview process.

The cohort members expand their personal development through exposure to leadership topics presented by professionals from various areas of expertise. Expert hosts for 2015-16 included leaders in technology from Blackbaud; sustainability and activism forces from CofC’s Office of Sustainability, Aramark, GrowFood Carolina, Food Waste Disposal, and the Coastal Conservation League; MUSC medical leadership, and the arts. The evening includes dinner and casual discussion, host group presentation and a group Q & A session. When time allows, a post-presentation dessert reception for personal conversation occurs. Other experiences with outdoor leadership facilitators at James Island County Park as well as staff from the CofC career services offices were scheduled.

Outcomes

| 100% | are satisfied with their ability to set and accomplish goals |
| 97%  | understand the importance of working together with others |
| 97%  | are able to communicate effectively with others |
| 94%  | have a good understanding of the concept of leadership |
Lois Hearn, seasoned etiquette professional, kicked off the year and set the foundation of professional etiquette used at all events through her coaching of dinner etiquette, standing reception etiquette and networking.

Professionals in the Arts and the Community with City of Charleston Office of Cultural Affairs, the Gaillard Center, and the Charleston Regional Alliance for the Arts at the Charleston Visitor’s Center provided anecdotes on how to maintain professionalism under stress and how to be resilient when faced with challenges and setbacks.

MUSC area leadership highlighted how to lead with compassion, vision, shared values and a strong mission to unite a community of leaders.

At the Final Night Banquet, keynote Alicia Caudill, Executive Vice-President for Student Affairs, shared her thoughts on “Leadership Lessons Learned from Real Life and Real People” along with students who shared their take away lessons from the various events.

“As much as Leadership CofC is about networking, the program is also to teach and build leadership skills in everyday life. Through all of our events, there have been recurring themes such as: teamwork, a sense of purpose, and communication. Leadership is not about individual success but the success of the those you lead. Leadership relies on using [the knowledge and help of others] to exceed your goals. I would like to thank Ms. Diane Cumbie, our wonderful Leadership Advisor, who has been a tremendous mentor and friend. Thank you all for the experience this past year.”

Jonathan Solomon, student speaker at the Final Night Banquet
2016 Institute

Students participated in the 2016 Institute, held May 1-6 at Camp Bob Cooper on Lake Marion in Summerton, SC. The program is developed and promoted by LeaderShape, Inc. based out of Champaign, IL. The Leadership Center hosts one campus based session of the Institute for the College. This was our tenth year hosting the Institute!

Framed by a national based curriculum, the program content of the Institute reflects these core leadership topics: identifying one’s ethical and personal values, learning congruence of behavior to values, developing relationships with others, instilling a respect and dignity for others, working successfully in groups, crafting a vision, and articulating action steps to accomplish vision.

As well as being an opportunity to develop skills to improve their organizations, participants praise the Institute as a time of great introspection. The week is structured so that participants first gain a deeper understanding of themselves and then how to effectively work with others.

The program includes a half-day facilitated outdoor team building experience; a Guest Leader Forum in which participants are exposed to role models in business, industry, education, and other professions; quality facilitators from a variety of backgrounds; and learning and sharing in small groups. This year, Charleston community sustainability initiative leader, Mr. Wayne Koeckeritz, President, of Food Waste Disposal and Executive Vice-President for Student Affairs, Dr. Alicia Caudill shared their vision and leadership insights with participants. The week culminated with a “Breakthrough Blueprint”, a well-conceived vision and plan of action for the participants to consider implementing back in their organization or community.

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Before</th>
<th>After</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have tools/skills to empower myself and others.</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>I know about different leadership styles that exist.</td>
<td>48%</td>
<td>98%</td>
</tr>
<tr>
<td>I can define my values.</td>
<td>73%</td>
<td>95%</td>
</tr>
<tr>
<td>I know how to incorporate my values into my leadership style.</td>
<td>74%</td>
<td>93%</td>
</tr>
<tr>
<td>Leadership is about meaningful interpersonal relationships.</td>
<td>85%</td>
<td>98%</td>
</tr>
<tr>
<td>Overall</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Was impacted in a positive way.</td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>Will be able to apply what they learned to other aspects of life.</td>
<td></td>
<td>98%</td>
</tr>
<tr>
<td>Can now commit to and act consistently with their core values.</td>
<td></td>
<td>95%</td>
</tr>
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</table>

10 Higdon Student Leadership Center
A Special Thank You

Thank you to the members of our CofC family who dedicated their week to ensure this program was incredible this year.

**On-Site Coordinator**

Patrick Hart, *Graduate Assistant at HSLC*

**Family Cluster Facilitators:**

Diane Cumbie, *Associate Director, HSLC*

Celeste Granger, *Assistant Director, Residence Life*

Freddie Lipata, *Assistant Director, Campus Recreation*

Brice Griffin, *Area Residence Hall Director*

Sherina Dubose-Tillman, *Assistant Director, Disability Services*

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*Participants use balloons as props to demonstrate building leadership.*

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**Student Perspective**

“I gained an understanding of new ways to approach a problem that may fit better with my values and leadership style.”

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2015—2016 Annual Report
The 12th Annual Student Activism and Leadership Achievement Awards and Reception was held at the Student Stern Center on Wednesday, April 20, 2016.

SALA recognizes and honors outstanding students and staff that contributed time and energy to improve our campus and their communities. Through their leadership and accomplishments, they have brought distinction to the College of Charleston.

The SALA Awards and Reception also provides a venue for the Division of Student Affairs and Student Government Association to present their own awards to students. The event recognized seven first-year students with the New Student Leader Award, six students with the Cistern Award and one recipient for the Advisor of the Year Award. Seventeen students from varying organizations were inducted into the Higdon Student Leadership Center’s Hall of Leaders. Additionally, two students completed the Leadership Certificate Program and had their capstone artifact on display during the ceremony and reception. The event was a wonderful way to celebrate the accomplishments of our students and staff!
**Advisor of the Year**

Charlaine Dwight

This award recognizes a faculty or staff advisor who has consistently demonstrated a commitment to student development and leadership practice while fostering such growth in students.

**Cistern Award**

Cistern Award recognizes senior students who have been motivated and engaged contributors to an organization.

- Michael Chew
- Erin Dempsey
- Clay Dustin
- Veronica Ingham
- Lauren Kong
- Zach Sturman

**New Student Leader**

This award recognizes first-year students who contributed time and energy to learn about leadership and contribute to our community.

- Leanna Conti
- Sophie Forstein
- Geoffrey Gill
- Alexandre Helfgott
- William Marlowe
- Jack Or
- James Riggs

**Hall of Leaders**

Hall of Leaders recognizes a member of particular student organizations that has specific governing responsibilities and who has made a continuous contribution to the campus.

**Alternative Spring Break** - Nicole Fernandez
- **Bonner Leader Program** - Ariel Zambrano
- **CisternYard Media** - Ariel Zambrano
- **CisternYard News** - Olivia Cohen
- **CisternYard Radio** - Rodney Donovan Taylor
- **CisternYard Video** - Katie Kajfez
- **Cougar Activities Board** - Wanda Willis
- **Dance Marathon** - Paige Bippus
- **Gay-Straight Alliance** - Ansley Pope

**Honor Board** - Sean Stivaletta
- **Interfraternity Council** - Wyman King
- **National Pan-Hellenic Council** - Jordan Smith
- **Omicron Delta Kappa** - Easton Veremis
- **Panhellenic Executive Council** - Veronica Ingham
- **Residence Hall Association** - William Marlowe
- **Student Government Assoc.** - Zachary Sturman
- **Volunteer Corps** - Mary Jones

2015—2016 Annual Report
Fall Leadership Conference

Held annually since 2007, the Fall Leadership Conference provides students an opportunity to learn valuable lessons from discussions with professionals on campus and from the community. On Saturday, October 24th, at College of Charleston’s Stern Student Center, over 50 College of Charleston students attended the ninth annual Fall Leadership Conference. There were two rotations of educational sessions available to attendees, which was followed by the keynote speaker, Dr. Kevin Snyder.

**Presentations**

- *Negotiating Winning Outcomes* with Dr. John Crotts
- *Can Women as Leaders Lean In AND Have it All?* with Kathryn Bender
- *From Peer Leader to Marketable Job Applicant* with Page Keller
- *Where's YOUR Leadership Voice?* with Jason Torres
- *Negotiating Exercises* with Dr. John Crotts
- *Animal Traits: Learning about your Communication Style* with Kaitlynn Kirk
- *Please Hear What I Am Not Saying* with Cynthia Washington

**Outcomes**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td><strong>100%</strong></td>
<td>Will be able to apply what they learned to other aspects of their life.</td>
</tr>
<tr>
<td><strong>98%</strong></td>
<td>Overall experience was impacted in a positive way.</td>
</tr>
<tr>
<td><strong>98%</strong></td>
<td>Helped them become a better member of the campus community.</td>
</tr>
<tr>
<td><strong>98%</strong></td>
<td>Gained perspective on the concept of leadership.</td>
</tr>
</tbody>
</table>
Dr. Kevin Snyder is a professional speaker, author and former student affairs administrator with a passion for helping students develop their leadership skills to take action and lead successful organizations.

In addition to being a superstar professional speaker, he is also the author of several books and holds a Doctorate degree in Student Affairs. Additionally, he is a member of Delta Tau Delta Fraternity and a former staff member aboard Semester at Sea.

For more information, please visit http://kevincsnyder.com.

Dr. Snyder enthusiastically addresses attendees.

“Gave me inspiration and a positive perspective of life and my future.”
College of Charleston held its first Dance Marathon on February 9th, 2007 with 100 participants raising $21,000. Since then, it remains the single largest student-run philanthropic event at the College, with over 3,000 students having participated and over $500,000 raised for the Medical University of South Carolina’s Children’s Hospital.

This year’s Dance Marathon was held February 27th, 2016, at CofC’s TD Arena. Dance Marathon benefits the Medical University of South Carolina (MUSC) Children’s Hospital and the Children’s Miracle Network Hospitals. Over 300 participants raised more than $60,000. This amount includes over $11,000 that was raised in one day alone! Students stayed on their feet for over 13 hours as part of their fundraising efforts. Several families from MUSC attended the event to allow the students to spend time with these incredible children and hear their stories.

Dance Marathon’s goal is to raise over $100,000 over the next two years so they can have their own room in the brand new Shawn Jenkins Children’s Hospital.
Omicron Delta Kappa (ODK) is a national collegiate honor society that recognizes and encourages achievement in leadership and service in extracurricular activities. ODK initiated over 1,000 students, faculty, and staff at the College of Charleston between 1975 and 2001, when it became inactive. In 2011, the staff of the Higdon Student Leadership Center, along with several student leaders, began to bring the chapter back to campus and house it in the Leadership Center.

Since the fall of 2011, ODK has initiated over 120 new members. ODK gained 15 students this year. The honors fraternity continues to grow in size and presence, undertaking various projects to help better the community. One such project members participated in for the first time was the National Day of Service on April 15th, where they collected food for the Lowcountry Food Bank.

ODK members collected over 130 items for the April 15th National Day of Service. The food was donated to the Lowcountry Food Bank.
Charlie Essi (Class of ‘16) and Warren Steele (Class of ‘16) first got involved with the Higdon Student Leadership Center when they each attended Cougar Excursion (CE) as freshmen in the Fall of 2012. As out of state students, CE, our freshmen transition program, was a true catalyst for their positive experiences at CofC.

Essi and Steele have been involved with nearly every initiative the Higdon Student Leadership Center offers.

Essi was a participant in Cougar Excursion and served as the Executive Director from Fall Semester 2013—Fall 2014. He attended LeaderShape 2014, was a member of the Leadership CofC Cohort and completed the Leadership Certificate program as a senior. He also presented during the Students in Action Leadership Conference for high school students in fall of 2014.

Steele was a participant in CE as well as a facilitator for three years. He was a participant in LeaderShape 2015, served on the planning committee for the 2015 Fall Leadership Conference, a member of the Leadership CofC Cohort and completed the Leadership Certificate Program. He also presented during the Students in Action Leadership Conference for high school students in fall of 2015 and spring of 2016.

Essi and Steele were each recognized at the SALA awards as motivated and engaged contributors to campus organizations. They each received the Cistern Award which recognizes senior students. Steele was also the recipient of the Leo Higdon Legacy Award for Outstanding Leadership at the ExCel Awards Ceremony.

Steele commented “While participating in the many activities sponsored by HSLC, I constantly recognized the change within myself and continued to challenge myself to step out of my comfort zone. My commitment to the center, in my opinion, has been a constant example for others as a servant leader who is always willing to sacrifice for the team and be a positive force no matter the task or challenge. Interacting with incoming freshmen and other student leaders has changed me and I hope has left an impact on many others”.

Essi reflected, “I have learned that successful leaders hold four distinct strengths: communication and relationship building, moral character and integrity, strong balance of assertiveness and collaboration, and firm commitment to continuous growth. I am extremely thankful for the experiences that College of Charleston has afforded me.”
High School Initiative

Students in Action Program

The Higdon Student Leadership Center was selected as a 2015-16 host site for the AmeriCorps*VISTA project. The City of Charleston’s Mayors Office served as the sponsor and we were fortunate to have Lauren Dickerson, a CofC alum and recent graduate, serve as the VISTA staff member. Dedicated and committed, she organized and expanded our commitment to the annual SC Winter Leadership Conference of the Jefferson Awards Foundation Students in Action program for coastal high school students. The HSLC helped present and host the January 29th conference in College of Charleston’s Stern Student Center for approximately 150 energetic and engaged students from various high schools in the Lowcountry. This event empowers students to support a social cause they are passionate about. It was exciting for the HSLC to work with the Jefferson Awards Foundation, a national recognition system that honors community service and to educate these students on how to successfully implement their initiatives.

We are excited to continue building on the strong foundation of new programs at CofC to work with high school students committed to social good for our community.

Meet Our Staff

Michael Duncan
Assistant VP of Student Affairs
Director of the HSLC

Diane Cumbie
Associate Director

Brenda Evitt
Administrative Coordinator

Dylan Mazelis
Program Coordinator

Patrick Hart
Graduate Assistant

Students from various high schools enjoying good fellowship while learning about leadership.