ALS 4940: Greek Leadership Academy- Fall 2015

Instructors:
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Course Links:
General information: https://ctlc.cornell.edu/content/greekleadershipacademy
Course Website: blackboard.cornell.edu

Monday Section: October 19, 26, Nov. 2, 9, 16 7:25-10:05pm
Location: TBD

Tuesday Section: October 20, 27, Nov. 3, 10, 17, 18 5:00-8pm
Location: TBD

Wednesday Section: October 21, 28, Nov. 4, 11, 18 5:00-8:00pm
Location: TBD

Rationale
Cornell’s Fraternity and Sorority system is in a dynamic period in its lifespan, and will continue to undergo shifts and adjust to changes over the next few years. It is critical that leaders of these organizations have the skills necessary to lead in ways that will help chapters continue to thrive. This course is specifically designed to meet the needs of existing and incoming leaders in Cornell’s Fraternity and Sorority system. You will look critically at your own leadership skills and conclude the course with an action plan that will prepare you for January’s Recruitment and New Member Period. In this unique one-credit course you will build your leadership skills while building connections and friendships with officers in other chapters.

Learning Outcomes
As a result of engaging in the Greek Leadership Academy, you will...
- Know and demonstrate practices of exemplary leadership, group development, and team building.
- Be able to articulate how leadership impacts organizational culture, change, power and belonging.
• Cultivate an awareness of your leadership strengths, and take steps toward opportunities for growth and improvement.
• Create a plan for positive chapter leadership and collaboration, based on your chapter’s mission.
• Experience a sense of community and support from other members that you may come to personally value.

**Academic Integrity**
Each student in this course is expected to abide by the *Cornell University Code of Academic Integrity*. Any work submitted by a student in this course for academic credit will be the student’s own work. The *Code of Academic Integrity and Acknowledging the Work of Others* is found in the Policy Notebook for the Cornell Community and also on the web at: [http://www.cornell.edu/UniversityFaculty/docs/main.html](http://www.cornell.edu/UniversityFaculty/docs/main.html)

**A word about assisting you in a stressful university atmosphere....**
Stress can play havoc on even the most “together” student! Significant stress, mood changes, finding that you’re worrying too much, or problems with eating and/or sleeping can interfere with your academic performance, and could be signs that you are not yourself. The source of symptoms might be largely related to your course work; if so, we invite you to speak with any of us directly. However, problems with relationships, family worries, loss, or a personal struggle or crisis can also have a big impact in your life, and may require additional professional support.

Here at Cornell, we provide a variety of support resources, including an Academic Advising office in each college, EARS peer counseling, and Gannett’s Counseling and Psychological Services (CAPS). Each of these resources can help you manage personal challenges that threaten your well-being or ability to thrive at Cornell. Accessing them, especially early on, as symptoms develop, can help support your academic success as a Cornell student.

While we do not need to know the details of what is going on for you, your ability to share some of your situation will help us to connect you with the appropriate support. We invite you to share with any of us, to the degree you feel comfortable, what may be happening in your life, so that we can help to steer you toward the support you need. In the event that we believe you could benefit from such support, we will express our concerns (and the reasons for them) to you and remind you of our resources.

**How we will evaluate the nature and progress of your learning:**
The grading for this course is S/U. Satisfactory completion of the course will be based upon:

- Class attendance, preparation for, and active participation in class activities and discussion, your leadership action plan (will work on in class 5), and a one-on-one coaching session.
- A 2-page, single-spaced reflective paper that integrates what you have learned from the course about yourself and how this relates to your role in Greek life (see reflective writing guidelines).
The Course at a Glance...

Session 1:
- Group Development and Organizational Development - at the Hoffman Challenge Course
  - Community Building
  - Group Dynamics in Action
  - Tuckman’s Stages of Group Development - Forming, Storming, Norming, Performing
  - Stepladder of Group Development

Session 2:
- Power, Culture and Belonging
  - Simulation - Ba Fa Ba Fa and facilitated discussion

Session 3:
- Self Awareness - 360 Leadership Inventory and Personal Report
  - Kouzes and Posner’s Student Leadership Practices Inventory
  - The 5 Practices of Exemplary Leadership
    - Model the Way
    - Inspire a Shared Vision
    - Challenge the Process
    - Enable others to Act
    - Encourage the Heart

Session 4:
- Inspiring Change and Ethical Leadership
  - Steven Covey’s Circle of Concern, Circle of Influence Model
  - Large Chapter/Small Chapter Innovations and Concerns
  - Concentric Circle conversations

Session 5:
- Personal Leadership Development Planning
  - Continued team development activities that they can use
    - 5 Practices Review
    - Leadership Development Planning & Preparation for 1-on-1 Coaching
    - Evaluation
    - Closing

Course Follow Up
Two individual one-on-one Leadership Coaching sessions follow the end of the sessions. One of these sessions takes place before the end of the Fall semester, and one takes place in the Spring semester prior to Spring Break. The purpose is to follow up and see how the actions were implemented and make new plans as needed.

To Apply
Please visit our website at https://ctlc.cornell.edu/content/greekleadershipacademy and apply at the link on the page. We strongly encourage at least two people from each chapter attend in the same Section. Chapters with less than 20 people can send one officer.