The purpose of The Maroon & White Leadership Fellows is to guide participants in developing their identity as leaders through engaging in leadership development, education, and training opportunities while at Texas A&M University.

Learning Outcomes

To ensure The Maroon & White Leadership Program provides intentional learning opportunities for students, the Undergraduate Learning Outcomes (ULO), division goals, and leadership theory were embraced by the program and served as a starting point to reach the program’s learning outcomes. Below is a list of leadership learning outcomes.

- The student will articulate his/her own leadership identity.
- The student will expand his/her knowledge of leadership concepts, skills, and ideas.
- The student will reflect critically in oral and written form.
- The student will formulate a plan for leadership growth.

Target Audience

This program is open to any Texas A&M University student interested in leadership development, education, and training experiences. This program is ideal for students who appreciate structure, who look forward to the challenge of crafting together a personalized leadership path and are eager to learn through reflection. Participants do not have to be involved in leadership organizations, positions, or programs to participate, and there are no pre-requisites to participate.

Leadership Research and Framework

The Leadership Identity Development (LID) model serves as the theoretical framework. Researchers who developed this model were initially interested in how leadership identity developed over time, “specifically in terms of how one comes to the self-acceptance of knowing one can work effectively with others to accomplish shared goals from any place in an organization—that is, to engage in leadership and see oneself as a leader” (Komives, Lucas, & McMahon, 2007, p. 393).

Program Content

Designators

Designators are a way to categorize experiences that align with leadership development, education, and training. Participants are asked to choose eight experiences with at least one of each of the following: a development designator, an education designator, and a training designator.

- **Development:** Practice and Reflection of Knowledge, Skills, & Attitudes
  - Examples include, but are not limited to: Learner-Centered Student Involvement, Service-Learning Courses/Experiences, Mentoring/Coaching, Directed Study, Intentional Learning Experiences
- **Education:** Enhancement and Reflection of Knowledge, Skills, & Attitudes
  - Examples include, but are not limited to: Academic Courses, Certificates/Minors, Independent Study, Research Projects, Creative Projects, Learning Communities
- **Training:** Performance and Reflection of Knowledge, Skills, & Attitudes
  - Examples include, but are not limited to: Student Employment, Internships, Training programs/workshops, Student Organization Retreats, Student Teaching

Signature and Premiere Programs

These are programs currently highlighted within the Division of Student Affairs. Every Signature and Premiere Programs will have clear learning outcomes, an updated website, at least one consistent contact person, and a thorough description. Out of the eight designations participants must have, four will be Signature or Premiere Programs.
Reflection
An essential aspect of this program is reflection and participants are required to reflect in a way that is best for them after each experience. For some students, this will be meeting with their Leadership Coach more than twice a semester. For others, this will be journaling or reflecting on their own. Reflections will be captured via MaroonLink in the curriculum portal.

Leadership Engagement Project
Each participant will create a capstone project synthesizing leadership learning that occurred throughout their experience within the program. This project will be presented at the Induction Ceremony. Participants are encouraged to be creative in their presentation. Leadership Coaches will use a rubric as a tool to provide feedback to their mentee. Examples of projects may include an online e-portfolio with pictures and reflections, a formal Power Point presentation explaining a civic-engagement project and how the participant was able to apply leadership themes, or a Prezi presentation sharing pictures, with the student providing orally what learning accompanied the pictures. The goal is for students to articulate their learning via creative methods.

Participation Requirements
Student must meet and maintain the following requirements:
- 2.25 GPA
- Complete program within 2-5 semesters
- Meet with Leadership Coach at least 2 times per semester
- Complete 8 designators, Leadership Engagement Project, and attend Induction Ceremony

<table>
<thead>
<tr>
<th>Entry (Fall &amp; Spring)</th>
<th>Individual Progress</th>
<th>Exit (Fall &amp; Spring)</th>
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</thead>
<tbody>
<tr>
<td>Submit Intent to Participate form</td>
<td>Meet with Leadership Coach at least 2 times per semester</td>
<td>Submit Leadership Engagement Project</td>
</tr>
<tr>
<td>Attend Kickoff Event</td>
<td>Complete Designations and Reflection Prompts/Projects associated with each designator:</td>
<td>Attend The Maroon &amp; White Leadership Society Induction Ceremony &amp; Present Project</td>
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<tr>
<td>Identify / be matched with a Leadership Coach</td>
<td>o Leadership Development</td>
<td>Take program post-assessment</td>
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<tr>
<td>Take program pre-assessment</td>
<td>o Leadership Education</td>
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<td></td>
<td>o Leadership Training</td>
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<td></td>
<td>Up to 2 previous experiences can count towards meeting a designator (with approval)</td>
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<tr>
<td></td>
<td>4 out of the 8 designations must be signature and premiere programs hosted by the Division</td>
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Leadership Coach
Participants will identify or be matched with a Leadership Coach. The role of the Coach is to provide information and guidance related to The Maroon & White Leadership Fellows, as well as motivate and support the student throughout their leadership journey. It is an expectation that participants meet with their coach at least two times each semester.

Induction Ceremony
After meeting all program requirements within the expected timeframe, participants will be eligible to attend The Maroon & White Leadership Society Induction Ceremony. Leadership Coaches, Division of Student Affairs constituents, current program participants, and program supports will be invited to attend the Induction Ceremony. This event has several purposes:
- A way to recognize students for their energy and hard work throughout their involvement in The Maroon & White Leadership Fellows.
- An opportunity for participants to interact with other participants. While there will be social events for participants to attend, this event is another venue for students to meet and learn from each other.
- Forum in which participants will share their Leadership Engagement Project. And lastly, the ceremony is a way for Division of Student Affairs staff members to demonstrate support and learn about participants’ leadership journeys and the impact this Division has had on them.

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