The Emerging Leaders Scholarship Program will be centralized around the Leadership Identity Development (LID) Model. Components of the program will have an academically-strengthened foundation in research, but its outcomes will be intended toward application supporting the U of M LEAD Mission and Goals and progressing students through stages of the LID.

Emerging Leaders graduates will view leadership as a relational process that may be enhanced by formal position but is not contingent upon it. Graduates will act upon the opportunity to exercise leadership from anywhere within a team or community. They will utilize integrity, communication, critical thought, and comprehensive knowledge of leadership research as their tools to enhance relationships, commit to lifelong personal development, and contribute to positive social change.

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**Big picture for the Sophomore Year**

The second year will introduce and ask students to begin acting upon the formal study of leadership models. Students will also have the opportunity to practice leadership among peers and contribute to the ongoing operations of student organizations.

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**Learning Outcomes (LID stage relationship)**

*based on new expectations for that year and anticipated responsibilities in RSOs; previous outcomes should continue throughout*

Students will:
- Participate in group goal-setting (Stage 4 Emerging)
- Appreciate the role of trust in organizations (Stage 4 Emerging)
- Integrate formal leadership competencies into practice (Stage 4 Immersion)
- Practice leadership among peers (Stage 4 Immersion)
- Explain personal contributions toward the completion of collective goals (Stage 4 Immersion)
- Connect personal values to group purpose and decision-making (Stage 4 Transition)

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**Outcomes-Driven Responsibilities (LID stage relationship)**

- Progressing Leadership Responsibility in at least two Registered Student Organizations** (Stage 3 Immersion by fall; Stage 4 Immersion by spring)
- 10 hours of service-learning* per semester (Stage 4)
- Career Preparation-Professional Connections or Mentor Program (Stage 3 Immersion)
- Academics
  - Minimum 2.0 GPA per semester and 3.0 cumulative GPA at the end of spring
  - Fall Emerging Leaders Class
- Spring Workshop (Stages 3 & 4)
- Speakers (Stages 5 & 6)
  - Fall:
  - U of M LEAD Conference on Student Leadership and 1 Lunch with a Leader
  - Spring:
  - Option A) 1 Lunch with a Leader and 1 approved speaker;
  - Option B) 2 Lunch with a Leader
- At least 1 individual and 1 group meeting with program staff during the year and reflective writing each semester will be used to track progress and assist growth

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*Service-Learning is intended to promote an enriched college learning experience, increased civic responsibility, and strengthened communities. While this is not an exhaustive list, the following will not count toward hours: Philanthropic volunteerism; race checkpoints/water stations; church greeter or daycare volunteer; note-taker for Student Disability Services, anything that takes place on campus. Others may be excluded so it is best to ask before assuming.*