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Developing a Dean of Students Leadership Program through a Peer Model

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Dean of Students Diplomats

The development and implementation of a peer leader program on a college campus.

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Learning Outcomes for Today

- 1. Participants will be able to identify at least one peer related theory.**
- 2. Participants will learn one way to implement a peer leader program on their campus.**
- 3. Participants will be able to identify an assessment technique**

Overview of Today's Presentation

- **Discussion**
- **History and Background**
- **Peer Educators – Theory and Practice**
- **Dean's Diplomats – Formation of Program**
- **Challenges**

Why Peers?

“...students play a uniquely effective role unmatched by professional educators – in encouraging their peers to consider, talk honestly about, and develop responsible habits, attitudes and lifestyles regarding alcohol and related issues.”

--BACCHUS Network Philosophy



History of similar programs/Collection of ideas

- Ambassadors to the Dean of Students Office, Campus Diplomats, University of Florida
- Peer Leadership Educators, University of Texas, Austin
- Peer Educators - Office of Student Conduct, Penn State

Will it work on our campus?

Campus Demographics

- 2012 - 13,117 (Undergrad) 654 (Graduate) Total - 13,771
- 23% of new freshmen live in campus-based housing or residence halls.
- 6% of all undergraduates live on campus
- Average age of undergraduates – 23
- Women – 7,268 (55%)
- Men – 5,849 (45%)
- Percent of Undergraduates Age 25 or Older – 24%
- Caucasian (82%) African Americans/Black (6%) Hispanic (5%) 1% are International

Will It work on our Campus?

Examples of Peer Leaders at IPFW

- Resident Assistants
- Orientation Assistants
- Peer Advisors (MAC)
- Dean of Students Diplomats
- Supplemental Instruction
- Math Center Consultants
- Don to Don – Mapworks
- Peer Health Educators
- Writing Center Consultants

Theories That Relate to Peer Education

Social Cognition & Social Learning

Psychologist Albert Bandura (1970) says individuals can learn indirectly, by observing and modeling others with whom the person identifies with and through training in skills that lead to confidence in being able to carry out behavior: ie; **Self Efficacy**.

Experiential Learning

- **'Involving' participants** in a training workshop in an active way that incorporates their own experience is essential.

David Kolb (1974) best known for his theories on experiential learning and learning styles

EXPERIENTIAL LEARNING

There is an ancient proverb that says:

*Tell me... I forget,
show me... I remember,
involve me... I understand.*



Formation of the Dean of Students Diplomats Program



Program Ideation

- **Discussion**
- **Research**
- **Theory**
- **Staff**
- **Selection process**
- **Hire**
- **Train**
- **Implement**
- **Assess**

Mission

The Dean of Students Diplomats promote academic integrity, civility, student rights, responsibilities and conduct, ethics and responsible freedom by sharing their knowledge and educating students in the IPFW community.



Expectations

- **Adhere to the *Rules and Requirements of Dean of Students Diplomats*.**
- **Commit to one-year appointment.**
- **Participate in all required training for Dean of Students Diplomats.**
- **Maintain good personal and academic conduct.**
- **Maintain, an overall GPA of 3.0 or higher.**
- **Must be able to attend all monthly meetings.**

Responsibilities

Educate fellow students by developing and facilitating programs for students that may include, but are not limited to...

- **Academic Integrity**
-
- **Balancing Freedom of Expression with Civility**
-
- **Personal Responsibility and Ethical Decision Making**
-
- **Sexual Harassment and/or Discrimination**
-
- **Student Rights, Responsibilities and Conduct**
-
- **Promote personal responsibility and ethical decision making.**
- **Assist with research and data collection.**
- **Other responsibilities as assigned.**

Benefits

- Develop and facilitate **educational campus programs**
- Learn and improve **public speaking skills**
- Increased understanding of **policies and practices** within higher educational settings
- **Study research** strategies and how to **collect data** to create useful learning outcomes
- Learn what it takes to work with, and **serve others**, in a **leadership role**
- **Network and make connections** throughout the campus community

Training

Welcome & Getting to Know You

Expectations & Paperwork

- Confidentiality Agreement – (sign handout)
- Rules & Requirements – (sign handout)
- Schedules for Next Semester – (complete handout)

Topics & Assignments

- Monthly Meeting Times – to be scheduled
- Individual one-on-ones with Robin - monthly
- Dean's Diplomats Web Site – to be developed
- Allocation Request – IPSGA – to be discussed
- Overview of Office of the Dean of Students – power point developed ODOS
- Student Code of Rights, Responsibilities and Conduct – ppt. developed by ODOS
- Civility – to be developed
- Ethical Decision-Making – ppt. available/to be developed
- Academic Integrity – developed by the ODOS

Upcoming Events & Houskeeping

Closure



Marketing & Communication

- Dean of Student's Diplomats Facebook group
- Shared O drive
- Email
- One-on-One Meetings with Advisor

Assessment:
Sample from a Diplomat
Presentation:
Academic Integrity

Clicker Question 1

- Even before this presentation, I feel like I know _____ about academic honesty.
- A) Everything there is to know.
- B) Some of what I should know.
- C) Enough of what I should know.
- D) Almost nothing that I should know.

IPFW's Policy on Academic Honesty

- Academic honesty is expected of all students. You are responsible for knowing how to maintain academic honesty and for abstaining from cheating, the appearance of cheating, and permitting or assisting in another's cheating.
- *But how do we know?*

Academic Honesty (Integrity)

- Integrity, when referring to academia, is very important in a student's career.
- This same integrity that we learn and expand in our academic career will grow into the integrity that we present to our future employers. It is vitally important to learn to work with integrity early on.
- Key words: **trust to do right, play by the rules, and keep commitments**

Clicker Question 2

A person of integrity _____.

- A) Has unique qualities.
- B) Is trustworthy.
- C) Has their own standards that they live for.
- D) Struggles with keeping commitments, even though their intentions are good.
- E) A & B

Assessment for Diplomat Programs

- Personal response systems, or "clicker" technology
- Poll Everywhere – Utilizes smart phones.
- Paper Evaluations

Challenges

- **No Historical Perspective**
- **Starting from scratch**
- **Time constraints**
- **Volunteers**
- **Funding**

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