



Pieper Report 2019

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RIPON COLLEGE

Ripon College and Servant Leadership

- ▶ “We already do this”
- ▶ Do we?
- ▶ Responses to “to what degree do you teach the importance of ‘service’”
 - ▶ Not at all: 1
 - ▶ Some: 10
 - ▶ Quite a bit: 6
 - ▶ A lot: 3

Leadership?

- ▶ To what degree do you teach leadership in your courses?
 - ▶ Not at all: 6
 - ▶ Some: 8
 - ▶ Quite a bit: 2
 - ▶ A lot: 2

Values of the Liberal Arts

- ▶ Ripon College: ...prepares students of diverse interests for ***lives of productive, socially responsible citizenship***. Our liberal arts curriculum and residential campus create an intimate learning community in which students experience a richly personalized education
- ▶ Beloit College: ... engages the intelligence, imagination, and curiosity of its students, empowering them to lead fulfilling lives marked by high achievement, ***personal responsibility, and public contribution in a diverse society***

The answer?

- ▶ Yes, we “already do this”
- ▶ But we can do it in a MORE FOCUSED WAY
- ▶ We can do it MORE INTENTIONALLY
- ▶ We can do it BETTER
- ▶ Personal example: Service and Leadership
 - ▶ I’ve become a believer in the importance of teaching Servant Leadership as a model
- ▶ It has helped my own development

Background: What is Servant Leadership?

- ▶ Greenleaf: The Servant Leader is servant first
- ▶ Then conscious choice brings one to aspire to lead
- ▶ Greenleaf: One can identify Servant Leadership by the effects on those being led. “Do they, while being served, become healthier, wiser,...more likely themselves to become servants?”
- ▶ And, “what is the effect on the least privileged in society: will they benefit, or, at least, will they not be further deprived?”

Question 3: Outcome measures

Student outcomes

- ▶ 1. Measures of graduates on relevant criteria
- ▶ Has your experience contributed ...to you developing..a personal code of ethics?
 - ▶ Ripon College 70% WI Private Colleges 65%
- ▶ 2. Students consider the importance of influencing social values as essential or very important
 - ▶ Ripon College 55% Private Colleges Nationally 59% (2018 data)
- ▶ 3. Students consider the importance of being a Leader as essential or very important.
 - ▶ Ripon 44% Private Colleges Nationally 52% (2018 data)

More Student outcomes

- ▶ 4. Students consider their leadership as high or above average
 - ▶ Ripon College 67% Private Colleges Nationally 68%
- ▶ 5. I strongly agree that I have led a group to a common purpose
 - ▶ Ripon College 82% Private Colleges Nationally 72%

Are our attempts to teach Servant Leadership having effects?

- ▶ We are currently collecting data on two internal initiatives
- ▶ Presidential Leadership Program
- ▶ Leadership Fellows program for first-year students
- ▶ Measures of both groups indicate that students in both groups see Leadership as something that can be learned
- ▶ Moderately likely to believe that Service is the most important aspect of Leadership

Is Ripon College an effective Servant Leader?

- ▶ Effects on the least privileged in society
- ▶ Ripon College is enrolling an increasing percentage of first-generation and disadvantaged-background students
- ▶ This has been recognized by US News and World Report rankings of #1 in Wisconsin (and 22 nationally) in Social Mobility
 - ▶ Enrolling and graduating students from less-advantaged backgrounds

Outcome #4: Phenomenally above norms?

- ▶ US News and World Report names us above norms (#1 in Wisconsin, 22 in the country) in helping less-advantaged students succeed, an important criterion for Servant Leadership according to Greenleaf

Outcome 5: Breakthrough ventures that promise new beginnings

- ▶ 1. The initiation of the Ripon-Jamaica Scholars Program
 - ▶ Ripon College has agreed to bring two students from the area to Ripon College in the Fall of 2020, and one per year afterward
 - ▶ Students are being chosen as we speak
 - ▶ This should have the benefit of increasing the salience of education in Hagley Gap, and in increasing diversity at Ripon College
 - ▶ Direct result of being the Pieper Chair

Outcome 5, continued

- ▶ 2. The initiation of the Ripon College/Fox Lake Correctional Institution program
- ▶ Professors from Ripon College have begun teaching classes at Fox Lake, beginning with Dr. Robert Hannaford, Professor Emeritus of Philosophy
- ▶ Dr. Joe Hatcher will teach a course entitled Living a Positive Life beginning November 12, and other faculty have expressed interest in participating.

Outcome 5, continued

- ▶ 3. I have proposed that the Leadership Studies program be revived in the form of the Positive Leadership Program
- ▶ Capitalizes on the long tradition of offering courses in Leadership, pioneered by Dr. Jack Christ
- ▶ This proposal has received initial feedback and is being reworked with faculty from Business Management, Sustainability, and Psychology.

Outcome 6: An excellent year carrying out the Chair's mission

- ▶ I've been busy 😊
- ▶ All of the initiatives described in #5 were started by the Pieper Chair, with gratitude for the support of others
- ▶ I've continued my previous activities
 - ▶ Taking students to Hagley Gap, Jamaica
 - ▶ Teaching Counseling/Clinical courses to students planning on those careers

New activities for the Chair

- ▶ Served as an information conduit for other faculty concerning Servant Leadership
- ▶ Gave talks on Servant Leadership
 - ▶ Presidential Leadership Group
 - ▶ Social Entrepreneurship class from Business Management
 - ▶ To Faculty at a Brown Bag luncheon, concerning the relationship between the Liberal Arts and Servant Leadership

New activities: Networking outside the College

- ▶ I attended Coffee and Conversations put on by the Sophia Institute in Fond du Lac
- ▶ This led to attendance at the Aspiring Servant Leaders conference in FDL on April 23, with four students accompanying



Networking outside the College

- ▶ This led to a five-day conference Our Community Listens in FDL that promoted listening better to others



What do professors do? Teach classes.

- ▶ I was awarded a four-credit release from teaching Psychology courses
- ▶ I turned this into 6 credits of teaching Servant Leadership-relevant courses this fall.

Leadership Fellows Class (Four credits)

- ▶ First semester students from disadvantaged backgrounds that show signs of leadership
- ▶ Team taught with a Philosophy professor
- ▶ Presented Servant Leadership principles and ideas from Our Community Listens conference

Servant Leadership and the Liberal Arts (2 credits)

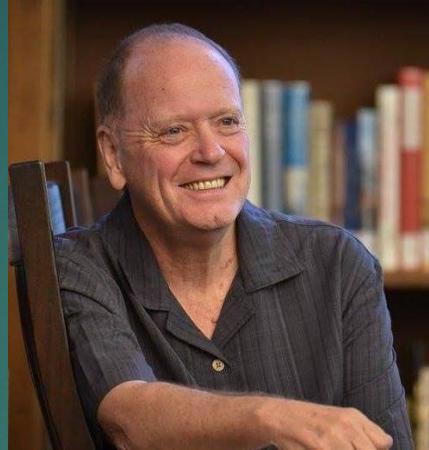
- ▶ Two-credit course, nine students
- ▶ Put on a panel discussion: Servant Leadership in Ripon: College and Community
- ▶ Four panelists from the Community with Ripon Colleg connections
- ▶ Attracted an audience of approximately 60 students, faculty, and townspeople
- ▶ Co-sponsored by one fraternity and one sorority on campus







Item 7: A Servant Leader from our college



- ▶ Dr. Jack Christ began the Leadership Studies program at Ripon College in approximately 1978 and ran it until his retirement in 2013.
- ▶ Helped develop the Wisconsin Leadership Institute in 1995, and was the Executive Director until September 2019
 - ▶ In 2014 Dick Pieper was recognized by the WLI as an outstanding servant leader
- ▶ Worked tirelessly around the region, state, and community to promote values-based leadership