

November 15, 2005

Mission of the Servant Leader Chair

The xxxx Professor of xxxx will help prepare future leaders in their chosen fields to live lives of service to others by teaching and exemplifying character and moral values. Their examples and actions will lift up society, enrich organizations and communities, and have a positive effect on the least privileged.

Outcomes/Vision

1. Graduates will be known for their moral values.
2. Graduates will enrich and lead by serving their community and profession.
3. Graduates will apply their moral values in both their professional and personal lives.
4. Graduates, according to their moral values, will serve those who are the least privileged among us.

Basic Philosophy

We believe in the fundamental good of human kind and see it everywhere in cultures and nations around the world. Human goodness is not simply innate; it requires action; it requires service to others. Character is inspired and facilitated in cultures, organizations, and families by and through the example of enlightened leadership.

Robert Greenleaf, who spent a lifetime searching out effective organization and leadership, described the process this way:

"The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. The difference manifests itself in the care taken by the servant—first to make sure that other people's highest priority needs are being served. The best test, and difficult to administer, is: do those served grow as persons; do they while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society; will they benefit, or at least, not be further deprived?"

As we serve each other our common moral capital grows. It has been my own experience that serving food in food lines is more satisfying than receiving it. Special things happen when we nurture others -- give them all we have, with no expectations in return, and encourage those to receive with no obligation. As the Herman Hesse noted, "Character is enlightened by true service."

The moral value of serving others, and especially the least privileged, is not merely a subject for study, but rather a way of life that brings together our professional, community, and family life. When principles and moral values are as effective in one's personal life as in one's business life, then extraordinary things happen that increase the capacity of humankind and our commitment to a greater good.

Our basic responsibilities are not changed by our particular circumstance. We all inhabit the same moral dimension. But what can change is the method with which we pursue the execution of those responsibilities. Passion and wisdom can be dramatically influenced by service. Those who serve others are profoundly enlightened by their experience. When moral values are acted upon, they transform the decision-making so that it serves the greater good and the enlightenment and enrichment of the individual. This continuous fabric of moral leadership then builds character and perpetuates itself, and permeates the group or company and society.

Though I have found these values in the teachings of the Old Testament and the example of Jesus, servant leadership does not depend on a specific religion or ideology. Others who are not of the same persuasion have also found engaged moral leadership equally to be true, enriching, illuminating, enlightening and transforming.

The Servant-Leader Chair

To deepen and further the ideas, values, and implementation of the Servant-leader, the Chair will do the following:

- By example, enhance student's service learning.
- Create a body of knowledge and/or a curriculum that shows how character is learned and transmitted that further extends the values and better understands the outcomes of servant-leadership. This body of knowledge should underline the universal aspects of moral values.
- Engage the service-learning model developed at the University to promote character building in schools K-12.
- Create a dynamic environment to nurture future leaders at the University.

Use of Resources and Time

25% +/- Facilitate and nurture student leaders formally and informally

It could be an informal group on campus who produce likely candidates in various parts of the university or college. They will have the qualities that would be receptive to nurturing and better understanding servant leadership and its implications in our society. It could be a formal, special interest group, an informal group or one-on-one that goes out and seeks this type of journey in life.

25%+/- Work in their professional discipline on the campus.

25%+/- Creation of scholarly papers/research and nurture servant leadership or character education within the community where the university or college resides depending upon the institutional perspective.

An annual report will be made to the institutional governing body (or faculty board) and the Pieper Family Foundation on the success and outcomes of

the Chair. All research and other papers will be annually forwarded to the Pieper Family Foundation.

At such time as there are three or more Chairs, there will be an additional annual presentation of outcomes judged by a panel at an annual black-tie event of the foundation. In the eyes of the foundation, if the outcome has met the expectations of the OUTCOMES/VISION, endowment corpus will be added with the idea that over time this chair will grow to \$2.5MM which will support administration and other functions to compliment the program.