

**Suzanne & Richard Pieper Family Foundation  
 Servant Leader Chair  
 Award Criteria to a \$2,600,000 Endowment**

**Milwaukee School of Engineering**

*Annual: 2021*

<b>Criteria</b>	<b>Notes</b>	<b>Rating'</b>	<b>Total Dollar Amount</b>
one date - baseline committed, established -1 time. Alumni and students			
ence of servant leadership with students through their interest, voluntary inclusion in organizations – 1 time			
ures – seniors, graduate in the demographic norms to max this area during the internal and external data ward of some kind	<b>Good involvement with alumni survey. Anticipating results of 2021 MILS survey. 99% of students are receiving some form of engagement in servant-leadership, at least 1 trait as reported by faculty, students report 60%.</b>	<b>4</b>	<b>40,000</b>
bove demographic norms for area	<b>Concern over self-reported decline in survey results.</b>	<b>2</b>	<b>20,000</b>
nture that promises new beginnings in - on campus, community, our world	<b>Good involvement in institutionalizing and growing CREATE (S-L). Supporting evolving institutions beyond Wisconsin, an example would be MSOE students led other students from across the country in servant-leadership poster-sessions for ISLS.</b>	<b>4</b>	
r in carrying out all elements of the Chair as agreed on accepting the Chair	<b>A large percent of the student population knows about servant-leadership based on observer questioning. The concept is engrained in the culture. This section is an outcome of #5. The senior leadership has taken on the mantle of S-L in the same spirit as student &amp; faculty.</b>	<b>5</b>	
(past student or faculty) that leads at gment of our world. Example: Nelson r Teresa, Mahatma Gandhi, William	<b>Deanna has contributed to the leadership of MSOE, moving the servant-leadership mindset. She consistently seeks mentor-ship from the Chair and others.</b>	<b>1</b>	
<b>TOTAL</b>		<b>16</b>	<b>FULLY FUNDED</b>

esignated amount

emic - The ideal synergistic nurturing

## o evaluating the criteria for the awards of

### Richard Pieper Family Foundation Servant Leader Chair Award Criteria to a \$2,600,000 Endowment”

#### line committed, documented, established - one time - Alumni and students

the exception of one, established these criteria before the chair was awarded, expressed in the form of a graph. In all cases, this has been done by the school is already conducting. From those surveys, questions were selected that represent the values, characteristics, actions, and representative of a servant leader. Institutions were asked to plot this going back five or six years as a baseline. The document established the database structure. The alumni portion of this is more elusive and each school has its own unique process. Whatever the benchmark that is established for the chair, the school is going back as many years as possible both for the school and their peers in other schools, which is then continued each year in the future. This is

#### Leadership with students and faculty through their interest, voluntary inclusion in programs, organizations - one time

is functioning with the qualities of a servant leader; building community, listening, awareness, stewardship, conceptualization and foresight, respect for people, and empathy. Displayed in multiple examples of what the school is actually doing will validate this area. It is not unusual that the school already have these types of programs underway. If they are of substantive magnitude, both locally, community, nationally, and internationally, this is a one-time award.

#### graduate in the workplace - Above demographic norms to max this area or #4...

##### and external data will create an award of some kind

established in #1 above. The baseline data graphs represented in #1 above are updated, both the peer group and the school. If this is considered a maximum award by the foundation, they will receive an award. If the alumni data is missing, the award will not be made at maximum. If the norms in the institution are above the one can expect a higher level award. If there are things missing, one can expect a lower level.

##### demographic norms for maximizing this area

norms and a result of the program indicates that they are continuing to track in that way, you can expect awards at this level. E.g. on a scale of 1-10, a score of 4 or 5. A typical institution that would have been considered for a chair might be a 6. Phenomenal performance might be an 8 or a 9. We would expect the institutions will be tracking at a 9, which would tend to maximize this award.

#### promises new beginnings in acts of goodness - on campus, community, collaborations, in our world

urge the institution, its faculty, and student body to think beyond their envelope, searching for new ways of networking and collaboration, wholeheartedness, and effectiveness. This is not about ideas, it is about validated actions. If those actions include the institution, the community it lives in, the world, and internationally and they are phenomenally above it or have exhibited a breakthrough and others are following, this would be a max award. If they are promising and covers all those areas, it might be on the lower end of the scale. Please see description of the rating levels 1 - 5.

#### fulfill all elements of the missions of the chair as agreed on accepting the chair

for an annual consideration. Is there a broad range of deliverable areas with some reasonable quantity of people involved in carrying out the mission accepted by the institution?

#### or faculty) that has demonstrated the potential to have a significant impact on a segment of our world - Example: Nelson Mandela, Mother Teresa, William Wilberforce.

Is there a leader or professor in their nurturing locally, community, nation, and world is consistently contributing or leading service model vs. the power model? Are there others in that level? Such a critical mass would be considered promising and obviously, if such a leader or professor nurtures someone else who moves to the maximum award.

*All of the above is intended to help illuminate the thinking of the S & R Pieper Family Foundation, describe how that thinking is intended to complement the mission of the Servant Leader Chair,*

*and encourage exceptional level performance shared with the world, school peers and fellow Chairs. Revised: 09/18/15, 5/20/20 Page #0183*