



# Sullivan Fellows

## Program Overview

The Sullivan Fellows Program is a three-year scholarship and training experience that equips and supports emerging leaders at Sullivan schools who want to positively impact their campus and community. Available to multiple students each year, the program includes attendance at six live events over their sophomore, junior, and senior year, virtual cohort-based learning provided by the Foundation, and programming on their campus between events.

On each campus, the Sullivan Fellows program consists of a cohort of 2 to 4 rising sophomores, depending on the funds available, who will be selected after completing an application in the spring semester of their freshman year.

JOURNEY OF A SULLIVAN FELLOW			
	FALL EVENT (October)	BETWEEN EVENTS	SPRING EVENT (March or April)
FRESHMAN			<i>Apply to the Fellows Program</i>
SOPHOMORE	<b>1</b> Fall Ignite Retreat: <i>Personal Focus</i>	<b>2</b> Virtual Cohort Course: <i>Inspired Leadership</i>	<b>3</b> Leadership & Changemaking Field Trip
JUNIOR	<b>4</b> Fall Ignite Retreat: <i>Problems Focus</i>	<b>5</b> Virtual Cohort Course: <i>Designing Creative Communities</i>	<b>6</b> Project Pitch Event with Sullivan Alumni
SENIOR	<b>7</b> Fall Ignite Retreat: <i>Project Focus</i>	<b>8</b> Virtual Cohort Course: <i>Thriving after College</i>	<b>9</b> Shadow a Pro and Virtual Career Fair

- Between the fall and spring events mentioned above, while back on campus, Fellows receive virtual support from Sullivan coaches/faculty and on-campus guidance from a designated Sullivan Fellows Advisor as they build an understanding of who they are, what issues matter to them, and how they want to create change in the world.
- Each academic year, the Foundation proposes adding two (or more, as funds are available) new rising sophomores as Fellows. **When a Fellowship Program is fully operational, there will be at least 6 total students engaged (two sophomores, two juniors, and two seniors) on a rolling basis.**

## SOPHOMORE YEAR

### FOCUS ON *PERSONAL*

#### 1 FALL EVENT

##### Ignite Retreat

- Attend Ignite Retreat as an attendee with special Fellows programming.
- Kick off the INSPIRED Leadership course.

#### 2 BETWEEN EVENTS

##### Inspired Leadership Course

- Fellows participate in the INSPIRED Leadership virtual course taught by Sullivan faculty and facilitated by their Sullivan Fellows Advisor on their campus.
- INSPIRED Leadership is the Foundation's course in Leadership Literacy which guides students toward a greater understanding of themselves, their leadership style, and how to lead right where they are (*see Appendix A for more course details*).

#### 3 SPRING EVENT

##### Leadership & Changemaking Field Trip

- Fellows from all Sullivan Fellows schools will visit a city for a weekend where they'll:
  - Explore the ventures focused on service and changemaking in the city.
  - Identify the leadership qualities of changemakers based on their learning in the INSPIRED Leadership virtual course.
  - Gain clarity on their personal leadership style.
  - Understand their own passions and interests to help them get clarity on the rest of their journey as a Fellow.
  - Have breakout discussions over meals about what they learn.

## JUNIOR YEAR

### FOCUS ON *PROBLEMS*

#### 4 FALL EVENT

##### Ignite Retreat

- Attend Ignite Retreat as an attendee with special Fellows programming.
  - Tailored sessions to support Fellows in identifying community challenges they want to develop an idea around for a Campus Project and crafting a Project Pitch (which they'll deliver at the Sullivan Awards Ceremony in the spring).
- Kick off of the Designing Creative Communities course.

#### 5 BETWEEN EVENTS

##### Designing Creative Communities Course

- Fellows participate in the Designing Creative Communities virtual course taught by Sullivan faculty and facilitated by their Sullivan Fellows Advisor on their campus.
- Designing Creative Communities is the Foundation's course on identifying community needs and assets and guides students toward a greater understanding of community organizing and partnership building techniques to apply on a project. (*see Appendix B for more course details*)

#### 6 SPRING EVENT

##### Project Pitch Event with Sullivan Alumni

- Fellows will attend the Foundation's annual Awards Ceremony honoring alumni and social innovation leaders and have the chance to network and receive mentorship.
- During the weekend Fellows will have the opportunity to pitch the Campus Projects they are developing, have conversations with potential mentors, and potentially receive funding to implement their projects on campus.

## SENIOR YEAR

### FOCUS ON *PROJECTS*

#### **7** FALL EVENT

##### **Ignite Retreat**

- Attend Ignite Retreat as a mentor to other students and attend special Fellows Programming.
  - Focus group on gaining clarity about how to take what they've learned over the course of the Fellowship and carry their self-knowledge, interests, and skills into a meaningful career.
- Kick off the Thriving After College course.

#### **8** BETWEEN EVENTS

##### **Thriving after College Course**

- Fellows participate in the Thriving After College virtual course taught by Sullivan Faculty and facilitated by their Sullivan Fellows Advisor on their campus.
  - Thriving After College is the Foundation's course designed to guide students toward life post-graduation. The course uses everything Fellows have learned throughout the program to help them get clear on experiments they might try to take the next step that's right for them. (*see Appendix C for more course details*)

#### **9** SPRING EVENTS

##### **Shadow a Pro**

- Spring semester of a Fellows' senior year, they are given a stipend to fund a trip to shadow a changemaker they wish to learn from.
- The Foundation will provide a playbook for Fellows to approach and coordinate a visit to the individual or organization of the Fellow's choosing.

##### **Virtual Career Fair**

- Fellows will have a chance to showcase their learnings from their Shadow a Pro excursion and Campus Project (from junior year) in front of employers looking to hire dynamic young changemakers.

## SUPPORT FOR CAMPUS ADVISORS

The appointed Sullivan Fellows Advisor will be compensated with a stipend each semester to organize students and guide them through the virtual coursework and follow-up discussions.

Sullivan Fellows Advisors will receive all the tools they need to facilitate our virtual cohort courses and host student meetings on their campus to keep the conversation and development moving forward.



## **BENEFITS TO STUDENTS**

- A chance to build on what they learn and develop at Ignite Retreats year-over-year.
- The opportunity to take on leadership roles at Ignite Retreats as they advance in their development year-over-year.
- Cross-campus collaboration and partnerships with Fellows from other schools to broaden their perspectives and networks.
- A cohort of fellow students on their own campus who are committed to service and changemaking
- Support from Sullivan Coaches in developing a campus project.
- Attendance at three exclusive programs designed specifically for Fellows each spring (Field Trip, Awards Ceremony, Fellows Virtual Career Fair).
- Sullivan Coaches on call to provide mentorship and guidance on their changemaking journey, career, and big life questions.
- Tailored virtual programming between Ignite Retreats.

## **BENEFITS TO SCHOOL**

- An immersive experience for student leaders to guide and develop them throughout their college career.
- Each campus will benefit from the campus projects its Fellows create.
- A deepened relationship with the Sullivan Foundation and access to additional programming on campus to train students and faculty on leadership, changemaking, and workshop facilitation techniques.

## APPENDIX A: INSPIRED LEADERSHIP VIRTUAL COHORT COURSE

### Course Outcomes:

1. Enhance leadership literacy
2. Identify INSPIRED Leadership Framework dimensions
3. Demonstrate leadership skills
4. Empower participants to create change

### Course Description:

Why do so many students hate group projects and working in teams? Why is it that so many leaders feel like they can't make the changes they desire to make in their life and environments? Why are many students frustrated because they cannot create a positive outcome?

Leadership is the process of influencing others toward a common vision. Young emerging leaders are not able to articulate this definition or basic leadership concepts. Yet, so many student leaders are selected to leadership positions on the campus and in the community without proper training.

The Sullivan Fellows Program provides the INSPIRED Leadership curriculum to enhance participants' leadership literacy. Table 1 highlights the pillars in the framework. There are many challenges to leadership and enhancing leadership literacy helps participants develop these pillars into their leadership profile.

### INSPIRED Leadership Framework:

I	Introspective	Examining your thoughts and feelings
N	Nimble	Moving quickly, easily, and adapting
S	Service Oriented	Serve others
P	Purposeful	Understanding, articulating, and implementing your purpose
I	Influential	Influencing others toward a common vision
R	Relational	Connecting, building trust, and celebrating others
E	Emotional Intelligence	Managing emotions and influencing the emotions of others
D	Determined	Persevering and achieving long-term goals

## APPENDIX B: DESIGNING CREATIVE COMMUNITIES VIRTUAL COHORT COURSE

### Course Outcomes:

1. Craft Compelling Visions: Determine how your unique leadership style informs how you present visions for what's possible in your community.
2. Engage Community Members: Find creative ways to rally collaborators and get people meaningfully involved in your work.
3. Launch Creative Prototypes: Develop small experiments that get you out into the streets to test your idea and get real-time feedback.

### Course Description:

Building community can be hard. Do you feel stuck knowing where to start? In this course, you'll learn a proven and easy process – known as the CANVAS Framework (illustrated in Table 2) – for how to design creative communities that people will love.

We will help you develop a tangible idea that can be used to cultivate community in the places you live, work, learn, and play. This is not an academic course. It's action-oriented and designed to get you building community – not just studying it – from day one!

### CANVAS Framework:

C	Chart Your Path	Determine what success would look like, how your unique style will influence the idea, and how to move past fears preventing you from getting started.
A	Ask Probing Questions	Get a pulse on what your community needs by getting face-to-face, testing your assumptions, and learning how to ask curious questions.
N	Name Early Adopters	Identify those who are most eager to rally behind your idea and build momentum by asking for deeper engagement over time and incrementally.
V	Visualize a Prototype	Develop moments of wonder, which are small experiments to tangibly test your idea and learn what works. Think small, cheap, and fast to test the boundaries of what's possible.
A	Articulate Your Story	Design a clear and compelling narrative for your project that stands out and is easily shareable, while leveraging various media forms.
S	Sustain Efforts w Partners	Find partnerships that satisfy a mutual need and learn how to lean on your network's trust as a critical currency of partnership-building.

## **APPENDIX C: THRIVING AFTER COLLEGE VIRTUAL COHORT COURSE**

### Course Outcomes:

1. Identifying your strengths, passions and areas of curiosity
2. Clarifying social issues and organizations perfect for you
3. Tweaking your resumé, learning to tell your story + how to pitch yourself and your vision
4. Putting yourself out there with interview practice, introducing yourself and running experiments to validate your idea

### Course Description:

What if figuring out what to do after college has less to do with getting everything right and more to do with getting things wrong...on purpose?

Instead of spending time and energy researching careers online, hoping to get selected for the right internship, or weighing interests with a career counselor – what if you created mini-experiments for yourself to rapidly experience what different careers might be like?

In this interactive virtual course, you'll be guided through reflection exercises to clarify your areas of curiosity, then construct a plan for running mini-experiments in the coming months to gain real experience, make real relationships, and uncover real clarity.

You'll walk away confident in your ability to run unorthodox research experiences, sidestep the rules that trip up everyone else, and take control of your learning.