



# 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 (or more, as funds are available) rising sophomores, who will be selected after completing an application in the spring semester of their freshman year.

Between the fall and spring events mentioned above, while back on campus, Fellows will engage in on-campus and in-community activities based on the learning objectives during that particular year of the fellows program. These activities are under the guidance of a designated Sullivan Fellows Advisor and will assist the fellow 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.**

JOURNEY OF A SULLIVAN FELLOW			
	FALL EVENT <i>(October)</i>	BETWEEN EVENTS	SPRING EVENT <i>(March or April)</i>
FRESHMAN			<i>Apply to the Fellows Program</i>
SOPHOMORE	1) Fall Ignite Retreat <i>Personal Focus</i>	2) Monthly Virtual Cohort Meetup <i>Applying INSPIRED Leadership framework on campus</i>	3) Leadership & Changemaking Field Trip
JUNIOR	4) Fall Ignite Retreat <i>Problems Focus</i>	5) Monthly Virtual Cohort Meetup <i>Applying Designing Creative Communities framework on campus</i>	6) Project Pitch Event with Sullivan Alumni
SENIOR	7) Fall Ignite Retreat <i>Project Focus</i>	8) Monthly Virtual Cohort Meetup <i>Applying Changemaking After College framework on campus</i>	9) Shadow a Social Entrepreneur & Virtual Changemaking Career Fair

## SOPHOMORE YEAR // FOCUS ON *PERSONAL*

### 1) FALL EVENT

#### Ignite Retreat

- Attend Ignite / Fellows Retreat as an attendee with special Fellows programming.
- Kick off the INSPIRED Leadership framework which students will apply on campus.

### 2) BETWEEN LIVE EVENTS

#### Applying the INSPIRED Leadership Framework on Campus

- Fellows participate in the Fellows on-campus and in-community activities based on the learning objectives of the INSPIRED Leadership framework, facilitated by their Sullivan Fellows Advisor on their campus.
- INSPIRED Leadership is the Foundation's framework 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 framework details).

### 3) SPRING EVENT

#### Leadership & Changemaking Field Trip

- Fellows from all Sullivan Fellows schools will visit a city for a weekend where they'll:
  - Conclude the INSPIRED Leadership framework.
  - Explore the ventures focused on service and changemaking in the city.
  - Identify the leadership qualities of changemakers based on their interaction with the INSPIRED Leadership framework.
  - 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 / Fellows 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 .
- Kick off of the Designing Creative Communities framework which students will apply on campus.

### 5) BETWEEN LIVE EVENTS

#### **Applying the Designing Creative Communities Framework on Campus**

- Fellows participate in on-campus and in-community activities based on the learning objectives of the Designing Creative Communities framework, facilitated by their Sullivan Fellows Advisor on their campus.
- Designing Creative Communities is the Foundation's framework 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 framework 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 conclude the Designing Creative Communities framework and 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 / Fellows Retreat**

- Attend Ignite / Fellows Retreat as a mentor to other students and attend special Fellows Programming.
  - Focus group on specifics to further refine student projects and skills to assist in launching and/or growing the projects, as well as further work on self-knowledge, interests, and skills and meaningful careers.
- Kick off the Changemaking After College framework which students will apply on campus.

### 8) BETWEEN LIVE EVENTS

#### **Applying the Changemaking After College Framework on Campus**

- Fellows participate in the Fellows on-campus and in-community activities based on the learning objectives of the Changemaking After College framework, facilitated by their Sullivan Fellows Advisor on their campus.
  - Changemaking After College is the Foundation's framework designed to guide students in launching and/or grow projects to address their community needs, as well as guidance towards life post graduation. The framework 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. Students will get clarity on what next step they can take on their projects and how this may lead to a career choice after college – such as launching their own social venture or joining an aligned impact-focused business. (see Appendix C for more framework details)

### 9) SPRING EVENTS

#### **Ignite / Fellows Retreat**

- Attend Ignite / Fellows 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 into launching projects and/or into a meaningful career.

#### **Shadow a Social Entrepreneur (optional)**

- Spring semester of a Fellows' senior year, they have the opportunity 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 Changemaking Career Fair (optional)**

- Fellows will have the opportunity to showcase in front of employers looking to hire dynamic young changemakers.

## **SUPPORT FOR CAMPUS ADVISORS**

The appointed Sullivan Fellows Advisor will organize students and guide them through on-campus activities, virtual meetups, and follow-up discussions.

Sullivan Fellows Advisors will receive all the tools they need to facilitate the application of frameworks on campus 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
- Sullivan Coaches on call to provide mentorship and guidance on their changemaking journey, career, and big life questions.
- 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 FRAMEWORK

#### Framework Outcomes:

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

#### Framework 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 framework to enhance participants' leadership literacy. The pillars of the framework are listed below. 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 FRAMEWORK

#### Framework 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 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.

#### Framework Description:

Building community can be hard. Do you feel stuck knowing where to start? This methodology reveals a proven and easy process – known as the CANVAS Framework (illustrated below) – 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 framework. 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:

### CHANGEMAKING AFTER COLLEGE FRAMEWORK

#### Framework Outcomes:

1. Deepen your entrepreneurial skills necessary to launch and/or grow a social enterprise
2. Identifying your strengths, passions and areas of curiosity
3. Clarifying social issues and organizations perfect for you
4. Running experiments to validate your idea

#### Framework Description:

The framework will take you on a deeper dive into concepts developed during the second year, including problem analysis, asset mapping, prototype experimentation and launch issue for a start up venture. These activities will be focused on social entrepreneurs who have failed and succeeded, through the case study and interview process.

In addition, the framework will explore job opportunities which connect with your passion for changemaking by creating mini-experiments for rapidly experiencing different careers? This framework will guide you 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.