



PRESIDENT'S LEADERSHIP PROGRAM

CO-CURRICULAR HANDBOOK

2026 - 2027

CNU Mission

The mission of Christopher Newport University is to provide educational and cultural opportunities that benefit CNU students, the residents of the Commonwealth of Virginia and the nation.

Christopher Newport provides outstanding academic programs, encourages service and leadership within the community, and provides opportunities for student involvement in nationally and regionally recognized research and arts programs.

Our primary focus is excellence in teaching, inspired by sound scholarship. At CNU, personal attention in small classes creates a student-centered environment where creativity and excellence can flourish. Our primary emphasis is to provide outstanding undergraduate education. We also serve the Commonwealth with master's degree programs that provide intellectual and professional development for graduate-level students.

We are committed to providing a liberal arts education that stimulates intellectual inquiry and fosters social and civic values. Christopher Newport students acquire the qualities of mind and spirit that prepare them to lead lives with meaning and purpose. As a state university, we are committed to service that shapes the economic, civic, and cultural life of our community and Commonwealth.

Liberal Learning Essential Learning Outcomes

Christopher Newport University involves students in a rich, multifaceted tradition of intellectual exploration grounded in the common principles of liberal learning. We believe students should prepare for the challenges of our modern world by amassing knowledge in the following areas:

- Human Cultures and the Physical and Natural World
Our students engage the big questions through study in the sciences and mathematics, social sciences, humanities, histories, languages and the arts.
- Intellectual and Practical Skills
We challenge students to succeed in a progressively more challenging atmosphere by extensively practicing critical and creative thinking, written and oral communication, mathematical and information literacy, teamwork and problem solving.
- Personal and Social Responsibility
Anchored by active involvement with diverse communities and real-world challenges, we emphasize civic knowledge and engagement, both local and global, intercultural knowledge and competence, ethical reasoning and action, and foundations and skills for lifelong learning.
- Integrative Learning
Students demonstrate a synthesis and advanced accomplishment across their studies through the application of knowledge, skills, and responsibilities to new settings and complex problems.

CNU Honor Code

On my honor, I will maintain the highest standards of honesty, integrity and personal responsibility. This means I will not lie, cheat or steal, and as a member of this academic community, I am committed to creating an environment of respect and mutual trust.

Dear PLP Students,

We are so glad that you are a part of PLP! For us, it is like saying, “Welcome to the family.” Rather than just a co-curricular program full of commitments, PLP is a community—a group of people who have come together committed to better understand ourselves and how we work with others. As a PLP student, you have been identified as a leader. Some of you are confident identifying yourselves as leaders, and some of you are increasing your confidence in identifying as a leader. Either way, know that your peers, along with faculty, staff, alumni, and members of the community, see you as a leader. Leaders are often held to a higher standard and are committed to continually learning and refining their leadership skills. As leaders, we believe there is a sense of purpose beyond what we see in our individual lives—that we fulfill a greater purpose.

This handbook is a guidebook to your journey through the program. For those of you who like to see the big picture and for those of you who like to see the small details, you’ll find answers here. The PLP Handbook is updated every year, so pay close attention to updated versions throughout your PLP journey to better understand curriculum changes and programmatic adjustments from year to year.

PLP staff are here to serve as guides and coaches during your journey. Some of you will choose to use your guides; others of you will prefer to venture out with your own map. Either way, this guidebook will serve you well. If something is unclear or if you have a question, please do not hesitate to ask someone. It is our desire to clearly outline the opportunities and expectations we have of you.

I wish you well these next four years. This is your opportunity to add a dimension to your college experience that will aid you well in your life’s journey. Make the most of it!

Sincerely,

Lacey Grey

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PROGRAM STRUCTURE

| PLP Mission | Developmental Framework |

PLP Mission

The President's Leadership Program (PLP) is a four-year leadership education experience that empowers you to recognize your leadership potential and develop personal and social responsibility for the betterment of self and society.

We are committed to:

- Preparing you for lives of leadership, service, and civic responsibility.
- Facilitating the connection between leadership theory and practice through the integration and application of academic study, experiential learning, and personal development.
- Inspiring you to define your purpose, find your passion, and clarify personal values.
- Challenging you to develop a philosophy and practice of leadership that encompasses a diverse range of beliefs and ideas.
- Encouraging respect for individual difference and inclusivity.
- Valuing collaboration, group work, and leadership as a process among people.

Developmental Framework

PLP's developmental framework structures the out-of-class experience through distinct yet interdependent areas of focus: experiential learning, leadership development, and student success. This framework serves as an integrated approach that engages students in the development of personal and social responsibility.

While grounded in Christopher Newport University's ideals of leadership, scholarship, and service, it is through an intentional design, grounded in Corey Seemiller's Student Leadership Competencies ® model and focused in exploration, development, and experiential opportunities, that PLP prepares students for their undergraduate journey and for a life of significance after graduation.

Each program commitment has a specific purpose to engage and develop you in the areas of:

- | | |
|---|--------------------------|
| ● Civic Responsibility | ● Communication |
| ● Commitment to Diversity and Inclusion | ● Group Dynamics |
| ● Personal Behavior | ● Learning and Reasoning |
| ● Self-Awareness and Development | ● Strategic Planning |
| ● Interpersonal Interaction | |

The program's developmental framework is structured to provide opportunities for you to develop and demonstrate competencies in each of these nine areas throughout your four years in the program.

This unique combination allows you to explore, question, and integrate your personal leadership and values within a structure of program standards and accountability that enhances your experience as a CNU student. Program commitments are articulated through each of the program areas: Experience, Develop, and Succeed. By fulfilling program commitments, receiving ongoing support, and participating in intentional development opportunities, you expand your capacity for leadership and your potential to have a positive and significant influence in the CNU, local, and global communities.

EXPERIENCE

| Community Engagement | Campus Involvement | Internship | Study Abroad |

Experience Philosophy

An experience is defined as the process of personally observing, encountering, or undergoing something. In the President's Leadership Program, experiences will lead you to take an active role in learning, serving, and engaging on campus and in the local community. Having these meaningful experiences will provide you with opportunities to observe leadership and craft your own leadership style. It is the active participation in experiences that starts you on the path to a deeper understanding of leadership and the role it plays in your life.

Experience Commitments

Community Engagement

The President's Leadership Program derives much of our leadership philosophy from the work of Robert Greenleaf and his model of servant leadership. Greenleaf defined servant leaders as individuals who focus on meeting the needs of those they lead, develop all individuals to bring out the best in them, coach others and encourage their self-expression, facilitate personal growth in all who work with them, and listen well to build a sense of community and joint ownership¹.

In an effort to promote positive community change, you will engage within the Hampton Roads community as a volunteer. The intention is that you build a long-term commitment to a community partner and develop a strong, reciprocal relationship with the organization throughout your time at CNU.

As a PLP student, you are required to complete a minimum of 30 service hours during your first year, 25 hours during your second year, 25 hours during your third year, and 20 hours during your fourth year. Failure to reach the minimum annual requirement will impact your PLP status. Students who do not achieve the minimum annual requirement will need to make up missed hours the following year in addition to completing that year's minimum.

Defining Community Engagement

For the purposes of PLP's service-hour commitment, community engagement is defined as the following:

PLP community engagement is:

- *Unpaid work that benefits non-CNU community organizations and nonprofits in Hampton Roads*
- *Specific, approved PLP community engagement opportunities*
- *Volunteer work completed through CNU Engage Recognized Service Clubs*
- *Performed during the academic year while classes are in session OR during a University/PLP sponsored service trip*
- *Completed in the Hampton Roads area*

¹ Greenleaf, R. K. (2008). *The servant as leader*. Westfield, IN: Greenleaf Center for Servant Leadership.

PLP community engagement is NOT:

- *Tutoring fellow Captains or serving as a notetaker in a class you are enrolled in*
- *Philanthropic / fundraising endeavors (for questions, see Appendix F or contact PLP staff)*
- *Tabling on campus for a cause or organization*
- *Performing free labor for an individual (i.e., babysitting or pet-sitting)*
- *Service sanctioned by the Center for Honor Enrichment and Community Standards (CHECS) or a court of law*
- *Political engagement for the benefit or promotion of specific candidates or ballot initiatives*
- *Lobbying for a specific organization's mission / agenda*
- *Religious-based engagement that serves the express purpose of the promotion of a particular faith or denomination, including leading small groups / Bible studies*
- *Service performed primarily for the benefit of a CNU organization, team, or program (i.e., volunteering at a CNU athletic event)*
- *Service completed outside of Hampton Roads or over an academic break, unless specifically approved by PLP Staff*

On-Campus Service

Typically, PLP service hours are completed off campus. However, on-campus service that primarily benefits an external community or organization **may** count with approval from PLP (i.e., volunteering at a high school athletic event hosted on campus, engaging in a letter writing campaign for local nursing homes).

Service Completed for Other Requirements

As long as they meet the above specifications, service hours used to fulfill class or student organization requirements may be counted to fulfill PLP commitments. Internship hours for PLP may count toward service only after the required 120 internship hours are completed and as long as the additional hours are unpaid and are taking place through a nonprofit organization.

Service Within Athletics

CNU varsity athletes may count time spent hosting prospective high school students as PLP service hours during their freshman year. Eligible hours include time actively spent introducing the prospective student to CNU and the Hampton Roads community and exclude time spent sleeping, attending personal activities, or otherwise not actively hosting the student. After freshman year, varsity athletes may count up to 10 hours of recruitment-related service per academic year.

These guidelines should be used when exploring potential community engagement opportunities. For further clarification on any specific guidelines or opportunities, please contact a PLP staff member.

Logging PLP Service Hours

To keep track of the time you spend volunteering, you will create an account on the CNU Engage website (cnuengage.org), which is managed by the Center for Community Engagement. By creating your account, you will begin working toward your PLP service commitment (minimum of 100 cumulative hours) as well as the

optional Service Distinction recognition for graduation (140 hours). Although your PLP commitment and Service Distinction are separate and unique programs, hours logged for PLP can often count toward Service Distinction as well. If you would like to participate in the Service Distinction Leader Program (at least 400 hours), you may enroll when you create your account or update your status later. Participation in the Service Distinction or Service Distinction Leader Program is not a requirement of PLP, but many students enroll to further their engagement and commitment to Hampton Roads. For more information on Service Distinction and Service Distinction Leader, visit the Center for Community Engagement at cnuengage.org.

When logging service hours in CNU Engage, select PLP as an affiliation for each entry so that your hours are submitted to PLP staff for review. Once submitted, hours are reviewed by PLP and/or CNU Engage staff and are typically approved within five business days. If additional information is needed to determine whether your service meets PLP requirements, you will be contacted by email. Please log service hours promptly after completing them to allow time for review and to address any questions before PLP deadlines.

Campus Involvement

PLP places high value on being an active member of our campus community. Becoming engaged on campus allows you to explore a vast variety of opportunities and help discern your interests and passions. All students in the program must make a long-term commitment to at least one campus club/organization, varsity athletic team, university performance group, faculty-sponsored research, or CNU employment.

Professional Experience: Internship & Work-Based Learning Projects

Internships and work-based learning projects provide opportunities to explore professional environments, expand your network, and gain insight into potential career paths. These experiences also allow you to apply leadership concepts and other knowledge gained through coursework in a professional setting. PLP students are required to complete an internship **or** a work-based learning project before graduation.

Internships:

For the purposes of PLP, an internship is a paid or unpaid experience that allows you to observe and/or participate in a professional environment. The experience does not need to be formally titled an “internship,” nor does it need to directly relate to your academic major. Students are encouraged to select an experience that supports their professional interests, goals, or development. Past PLP students have fulfilled the internship requirement through experiences such as serving as an Orientation Leader or Resident Assistant, working as a historical site tour guide or summer camp counselor, and employment with government agencies and other organizations.

To fulfill the PLP internship requirement, the experience must:

- Include a minimum of 120 working hours (roughly equivalent to working full-time for three weeks).
- Be completed in a maximum of 12 consecutive months, during your four years in PLP and CNU.
- Be completed with one internship placement (For example, you may not complete 60 hours with one organization, then 60 hours with another organization and consider it one internship).

- Be supervised by a non-immediate family member.
- Be documented according to PLP internship procedures.

Work-Based Learning Experiences:

In place of an internship, students may fulfill the requirement through an approved work-based learning experience. This option is designed for substantive professional experiences that provide meaningful career exposure and skill development but may not reasonably reach the 120 hours required of an internship. Examples may include shadowing a medical or other professional, conducting research with a faculty member, or completing a substantial project in partnership with an organization or employer.

To qualify, a work-based learning experience must:

- Include at least 50 hours dedicated to the experience with a specific organization, employer, or faculty member.
- Include structured activities, responsibilities, or projects that deepen your knowledge of a career field or industry.
- Provide opportunities to apply knowledge or skills gained through coursework
- Support the development of professional or transferable skills, such as communication, teamwork, problem-solving, or field-specific competencies.
- Be guided or supervised by a professional or faculty member with relevant experience in the field.

All steps required for appropriate documentation are outlined on your PLP Scholar page. It is your responsibility to ensure all steps are completed. If you need assistance in finding an internship site, utilize on-campus resources such as the Center for Career Planning, your academic advisors, and the PLP staff. Jobs and internships used to fulfill class requirements may also be counted towards the PLP commitment as long as it meets the above criteria as well.

Experience Opportunities

Study Abroad

As part of a liberal learning education, PLP encourages students to take advantage of opportunities to experience other cultures and perspectives through international study. Study abroad is not a PLP requirement. However, eligible PLP students apply for a one-time PLP Study Abroad Scholarship to help support an approved study abroad experience.

To use the study abroad scholarship, you must continue to meet PLP scholarship eligibility requirements and participate in an eligible Study Abroad Program. Students become eligible after their third regular semester (fall and/or spring) of enrollment. Study abroad programs taking place over fall, spring, or winter break periods do not qualify. Students must submit the Study Abroad Scholarship Application to the Office of Financial Aid by the deadline for consideration, and scholarships are subject to funding availability. Interested students may obtain additional information at cnu.edu/academics/studyabroad/ and cnu.edu/financialaid/studyabroad/.

DEVELOP

| Leadershops | President's Leadership Speaker Series | Reflections | Conferences |

Development Philosophy

Development refers to personal growth, the expansion of your perspective within the world around you, and an ability to see yourself as part of a larger community. Development in PLP also refers to the knowledge and application of leadership theory and your ability to recognize and build on natural skills to facilitate positive social change. Personal leadership development is integrated throughout your individual experience via a commitment to learning, exploration, practice, and reflection. The three major areas through which development occurs are: (1) application of knowledge gained through the leadership studies minor/major, (2) intentional reflection, and (3) purposeful expression.

Application of knowledge gained through the leadership studies minor/major: The leadership studies minor/major provides an important framework for understanding the practical application of leadership skills and identifying leadership theory in action. By actively connecting learning in the classroom to experiences provided by PLP, you will strengthen your own learning and application of leadership skills and theories.

Intentional reflection: As a PLP student, you have committed to engaging in intentional reflection on your leadership development. Critical reflection (the practice of challenging your underlying assumptions related to your experiences) will be used to integrate theory and practice, gain insight, and stimulate self-exploration and development. Effective reflection can lead to increased self-awareness, self-confidence, and a feeling of empowerment to engage your own leadership capacity. It is our philosophy you learn not just by doing, but by thinking about what you do and why you do it.

Purposeful expression: Leadership is an active pursuit. Learning about and applying a leadership lens to personal life, academic studies, and campus and community involvements are all critical aspects of leadership development. Active expression of these ideas allows you to further your learning, impart knowledge to others, and practice leadership in your life. Expression takes many forms, including participating in Leadershops, presenting research at a conference, contributing to photo galleries or literary journals, taking on a leadership role in student organizations, and more. The ability to articulate what you learn through the PLP experience in a direct or creative medium allows you to “see” your development through the program and to exercise leadership in a tangible and measured way.

Development Commitments

During their time in the program, PLP students engage in leadership-oriented activities designed to broaden their understanding of leadership dynamics across different fields while actively developing their own skills. The First Year Reflection provides an opportunity for students to reflect on a meaningful leadership experience they found particularly valuable, while Leadershops focus on active participation and skill development.

President's Leadership Speaker Series

Past and present leaders have much to teach about the practical application of leadership theory as well as the skills and tools needed to be an effective leader. In acknowledging this, you will attend formal presentations from renowned local, state, national, and global community leaders. Past speakers include leadership scholar and former Harvard professor Barbara Kellerman, VA Supreme Court Justice John Charles Thomas, Broadway actress Tiffany Haas, CEO of the International Leadership Association Dr. Cynthia Cherrey, and Presidential Medal of Freedom recipient Ryan Crocker. You are challenged to think critically about the material presented as it relates to your own experiences and learning in the leadership studies minor/major. Business professional attire and your full attendance is required for the entirety of these events. If you need to be excused from a speaker due to a class/lab, varsity game, or observance of a religious holiday, you will need to notify PLP staff no later than noon the day of the speaker through the online "*Speaker Absence Approval Form*." For sudden illness or personal/family emergency, please contact PLP staff as soon as possible.

Leadershops

Leadershops are applied leadership-focused workshops hosted by PLP staff members. These events provide PLP students with opportunities to engage in the practice of leadership; they give you the chance to apply the theoretical leadership knowledge you gain in the classroom and enhance your practical leadership competencies. In each Leadershop, PLP staff will work with you to identify desired leadership growth goals, observe you during the experience, and provide feedback to help you understand where you are excelling and where additional growth is needed. Examples of potential Leadershops include simulations, case studies, and escape rooms.

PLP students commit to attend at least one Leadershop during both their second and third years in the program. Second year students complete a Leadershop in the spring semester, while third year students complete one in the fall.

Reflections

As you progress through the program, it is important to periodically pause, look back on your experiences, and make sense of your growth as a leader. Students do this through formal reflections submitted during their first, second, and senior years. Through these reflection submissions, you will demonstrate your engagement with leadership practice and theory, as well as your understanding of the program's key concepts.

First Year Leadership Experience Reflection

In their first semester, first-year students will begin exploring leadership by engaging with leaders on campus and in the community. To guide this exploration, students will select one of three structured engagement paths:

1. **Campus Leadership in Action:** Attend two major campus events that you believe demonstrated leadership in action or discussed leadership themes.
2. **Leadership Interview:** Interview a faculty member, staff member, or student organization e-board member about their leadership journeys and lessons learned.
3. **Community Engagement Experience:** Participate in an event or program in the Newport News area.

Students will then complete a short reflection analyzing what leadership observed in their chosen experience, the key lessons they took away, and how it shaped their own understanding of the leadership process. Reflections are due before the end of the fall semester in December.

Second Year Leadership Reflection

Second-year students will submit a reflection on their chosen PLP Leadershop. Students will discuss the learning that took place during the activity and how the leadership skills they developed can be applied to future contexts, including on-campus involvements and future career environments. Sophomore Leadershop reflections are due in the spring semester.

Senior Reflection

During your senior year you will submit a more substantial, comprehensive reflection focusing on your growth as a leader during your PLP experience. This final reflection will be due in April of your senior year, and the assignment prompt will be available on Scholar early that spring.

Specific reflection prompts are available on your PLP class page on Scholar. Early graduates will complete the senior year reflection during their graduation semester.

Development Opportunities

Professional Organizations/Conferences

Professional organizations exist in nearly every field of study at CNU. PLP encourages you to be proactive in researching and joining organizations which further your understanding of your field of study, career opportunities, and trends within the field. Many of these organizations host annual conferences you may consider attending, or even applying to present at. If you need assistance in finding such organizations, you can talk to your advisor or faculty members in your major, or stop by the PLP office to discuss how you can begin your search.

Potential sources of funding to help offset the cost of conference participation include the Student Government Association and the Office of Research and Creative Activity (ORCA). Annual leadership conference experiences that PLP students can apply to participate in include but are not limited to:

International Leadership Association (ILA)

ILA is a professional organization for leadership students, practitioners, and scholars. This organization represents leadership from a number of fields and brings together a diverse group of scholars and practitioners from around the world at its annual conference. Every other year the conference is held outside of the United States. Talk to a PLP staff member or leadership studies faculty member in the Department of Leadership and American Studies about the possibility of attending the conference, submitting a proposal for a chance to present during a conference, or competing in the student case study competition with other PLP students. The ILA Global Conference typically takes place during the fall semester. Students should speak with a PLP staff member about potential funding.

U.S. Naval Academy Leadership Conference

The U.S Naval Academy Leadership Conference is an annual three-day experience hosted at the Naval Academy campus in Annapolis, Maryland. The mission of the conference is to bring together the best minds in the practice and study of leadership to exchange ideas, experiences, and methodologies with both military and civilian undergraduate students of leadership. This conference typically takes place early in the spring semester. Students should speak with a PLP staff member or faculty member in the Department of Leadership and American Studies about the possibility of attending the conference and potential funding.

Virginia Military Institute (VMI) Leadership & Ethics Conference

The VMI Leadership & Ethics Conference is an annual conference hosted at the VMI campus in Lexington, Virginia. The purpose of the conference is to bring together faculty, students, members of the public and private sectors, military leaders and non-profit organizations to address significant issues in ethical leadership such as disruption, civil discourse, strategic leadership and more. This conference typically takes place during the fall semester. Students interested in attending this conference should speak with a PLP staff member.

Washburn Leadership Challenge Event (WLCE™)

The Washburn Leadership Challenge Event™ (WLCE™), hosted annually by Washburn University's Aleshire Center for Leadership and Community Engagement, is a unique interscholastic and intercollegiate leadership competition that simulates real-life experiences. The WLCE™ simulates the real-world process of leadership through the two-day event, consisting of a live, interactive leadership simulation. Student teams will compete to fulfill the challenges and overcome the obstacles placed before them in a manner that demonstrates exemplary leadership knowledge and execution. The competition is held each spring, with training beginning in late fall. Students interested in participating in this competition and the associated training program should speak with a PLP staff member to learn more.

SUCCEED

| Foundations | Leadership Coaching Meetings | Annual Reports & Reviews | Senior Celebration |
| PLP Leadership Opportunities |

Success Philosophy

Our vision for success in the President's Leadership Program is twofold. First, we expect a level of engagement that supports the program goals and developmental framework outlined in this handbook. There are a number of basic academic and programmatic commitments you must complete at a minimum to remain a member of the program. Leadership often involves challenging yourself to go beyond what is expected. In this regard, we encourage you to develop your own philosophy for success which synthesizes the expectations of the program with your personal values, goals, and beliefs. The PLP framework aims to guide you in your journey towards a comprehensive college experience, while also challenging you to develop your personal vision for success.

Success Commitments

We expect you to play an active role in achieving the academic, experiential and developmental benchmarks that you have agreed to value as a member of the program. You will be required to fulfill the following commitments throughout your PLP experience.

Foundations Meeting

All first-year students in PLP must attend a Foundations meeting for a general overview of programmatic and academic commitments. These meetings will be held in a group setting and facilitated by PLP staff to provide a road map for student success in the program. For the Class of 2030, this meeting will be held during Welcome Week. This is when students also sign their program contract.

First, Second, and Third Year Leadership Coaching Meetings

Leadership Coaching Meetings are opportunities for you to meet with a PLP staff member to reflect on your personal leadership development and growth. You will attend a meeting during the fall semester of your first year (with the option to attend a second meeting in the spring) as well as in the fall semester of your second year. In the fall of your third year, you will ask a mentor, supervisor, or coach to complete a detailed form providing feedback on your leadership growth. You will then discuss this feedback in your third-year Leadership Coaching Meeting, which will take place during the spring semester.

First year students will also be offered the opportunity to meet with a PLP staff member during July or August prior to the start of the fall semester. These meetings are designed to help you identify personal leadership development and academic goals. We encourage you to use these meetings as an opportunity to ask questions and learn more about campus resources.

Annual Reports and Reviews

You are required to complete the Fall Information Form, the Mid-Year Report, and the End-of-Year Report each year to assess your fulfillment of academic and programmatic commitments. PLP staff members will evaluate these reports to track your progress. GPAs will be evaluated throughout each semester to monitor academic standing and provide you with appropriate resources to maximize academic success. Separate from your programmatic status, you are also required to maintain the GPA standard associated with your scholarship level in order to be eligible for scholarship renewal. Please direct all questions related to scholarship standing to the Office of Financial Aid.

Status

At the conclusion of each semester, your status is evaluated and assigned one of the following attributes: Good Standing, Written Warning, Probation, Program Suspension, Dismissal, or Withdraw (see Appendix C for status descriptions.) In addition, university conduct violations can result in the change of your status at any time (see Appendix D for the Conduct Policy and Agreement.) Status levels including but not limited to Probation, Program Suspension, and Dismissal may impact your scholarship eligibility. Please refer to “Important Scholarship Information” for details regarding scholarship eligibility based on fulfilling programmatic and University policies.

Senior Celebration

The PLP staff invite eligible seniors and their families to celebrate the successful completion of the program and leadership studies minor/major at the annual Senior Celebration. This formal ceremony is traditionally held on Thursday evening during the week of Commencement.

PLP Leadership Opportunities

There are many opportunities to further your involvement in PLP. Information is provided throughout the year regarding various opportunities including those below. You can also contact the PLP staff if you have questions on how to get involved with these positions.

PLP Ambassadors

The President’s Leadership Program encourages current students to be involved in the program and the admission process for PLP and Honors applicants. PLP Ambassadors host, interview, and evaluate current high school seniors for admission to PLP during Signature Programs Days. The PLP Ambassadors are called upon to represent our program at various times throughout the year, and are relied on to assist with check-in at President’s Leadership Speaker Series events. You must be a member of PLP to apply to be a PLP Ambassador.

PLP Lead Ambassadors

The PLP Lead Ambassadors work closely with the PLP staff to assist in the planning of Signature Programs Days and help oversee the Ambassador program. Lead Ambassadors’ responsibilities include: assisting with check-in procedures for various events, training Ambassadors to host, interview, and evaluate students, and

mingling with parents and students to answer questions about PLP and the Honors Program at events. In addition to supporting Signature Programs Days, Lead Ambassadors oversee projects Ambassadors are working on in collaboration with PLP staff. Typically, a Lead Ambassador has previously served in the Ambassador role, although that is not required. This role is not open to first-year students.

PLP Student Advisory Board (SAB)

The PLP Student Advisory Board is a group of PLP student representatives whose primary objective is to solicit and provide feedback to the Director of PLP on issues that are important to and enhance the PLP student experience, student success, and leadership development. The Board's suggestions help to implement the mission and increase the value of the PLP. SAB members will also be given the opportunity to take lead on various projects, including developing Leadershops, speaking at CNU Signature Programs Days, planning a Service Exploration, running a PLP special event, etc. If you are interested in joining the PLP Student Advisory Board, reach out to a PLP staff member.

Immersive Service Experience

PLP partners with an international or domestic non-profit to offer an opportunity for a group of interested PLP students to travel together and serve beyond the Hampton Roads community. Past trips have included Arizona / Navajo and Hopi Nations and Carrigaline, Ireland. As a part of this opportunity, you will meet community needs in another city, state, or country by performing ethical and responsible service. You will participate in pre- and post-trip meetings facilitated by PLP staff who will guide you through reflection activities to help make connections to your personal experiences and course content in the leadership studies curriculum.

Service With Experiential Leadership Learning (SWELL)

SWELL provides PLP students with an opportunity to engage more deeply with community issues and organizations in Hampton Roads through a multi-week service-learning experience. Each SWELL experience focuses on a specific community need and combines direct service with opportunities to learn from local organizations working in that area. Through SWELL, students explore how community organizations address interconnected challenges, build relationships with community partners, and consider how leadership can be practiced through sustained community engagement. Topics and partner organizations may vary by semester.

Leadership Adventure Facilitator and Student Director of PLP Initiatives

Leadership Adventure, an extended orientation program, includes sessions on academics, team-building, and outdoor activities designed to introduce students to the program, to PLP staff, and to the members of their PLP class. Incoming students are led by Facilitators who are current PLP students. After their first year in the program, PLP students are eligible to apply to be a Leadership Adventure Facilitator among other orientation leader opportunities. In this role, Facilitators work together to introduce first-year students to a variety of topics including team building and dynamics, identifying personal values, understanding identity and diversity, and ways to engage with the Hampton Roads community. Students who have previously worked as a Leadership Adventure Facilitator have the opportunity to apply to become a Student Director of PLP Initiatives. Student Directors work as a liaison between PLP students and staff, and their primary role is to plan and execute Leadership Adventure.

APPENDICES

Appendix A: PLP Commitments and Contract Information

Appendix A.1: Class of 2030 PLP Commitments

Appendix A.2: Class of 2029 PLP Commitments

Appendix A.3: Class of 2028 PLP Commitments

Appendix A.4: Class of 2027 PLP Commitments

Appendix A.5: Sample PLP Student Contract

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Appendix E: The Major & Minor in Leadership Studies

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Appendix G: Student Leadership Competencies

Appendix A – PLP Commitments and Contract Information

President’s Leadership Program Commitments

Each PLP Commitment (Appendix A.1-4) is designed to offer you opportunities to apply the leadership theories and concepts you’ve been exposed to through the leadership studies major or minor and to facilitate your personal leadership experiences, development, and success. Being offered membership in PLP means that you have been identified as someone who possesses leadership characteristics, skills, and competencies, as well as someone with the potential to continue refining your personal leadership style. By choosing to be a member of PLP, you acknowledge this potential and you also acknowledge that your leadership growth is directly related to your commitment to the developmental framework of PLP.

As such, PLP has designed a development guide for each of your four years in the program. Fulfilling these commitments will both contribute to your personal leadership development and will also qualify you for good standing with the program; program commitments must also be fulfilled to qualify for the renewal of your PLP scholarship. Please see “Important Scholarship Information” for details regarding PLP scholarship eligibility. The PLP Student Contract (Appendix A.5) must be signed prior to the official start of your first semester with PLP.

Failure to fulfill or meet the standards outlined in the PLP Student Contract will cause for re-evaluation of your status in the program and may result in the temporary or permanent loss of scholarship.

Appendix A.1 Class of 2030 PLP Commitments

	Experience	Develop	Succeed
Freshman Year	☐ Participate in Day One of Service during Welcome Week ☐ Create your CNUEngage profile at mycnuengage.org ☐ Complete and log a minimum of 30 service hours ☐ Commit to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Submit one reflection on a developmental leadership experience	☐ Attend PLP Foundations Meeting during Welcome Week ☐ Complete LDSP 210 and 240 ☐ Submit Fall Info Form ☐ Attend Fall Leadership Coaching Meeting ☐ Submit Mid-Year Report ☐ Submit End-of-Year Report
Sophomore Year	☐ Complete and log a minimum of 25 service hours on CNU Engage (minimum 55 cumulative hours from freshman and sophomore year) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Attend at least 1 Leadership in the spring semester ☐ Submit a reflection on attended Leadership	☐ Submit Fall Info Form ☐ Attend Second-Year Leadership Coaching Meeting ☐ Submit Mid-Year Report ☐ Submit End-of-Year Report
Junior Year	☐ Complete and log a minimum of 25 service hours on CNU Engage (minimum 80 cumulative hours from freshman, sophomore, and junior year) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Attend at least 1 Leadership in the fall semester	☐ Submit Fall Info Form ☐ Have a supervisor, coach, or mentor submit external feedback form during the Fall semester ☐ Submit Mid-Year Report ☐ Attend Leadership Coaching Meeting to discuss external feedback in the Spring semester ☐ Submit End-of-Year Report
Senior Year	☐ Complete and log a minimum of 20 service hours on CNU Engage (minimum 100 hours total from all years) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Confirm attendance of at least 2 Leaderships during time in PLP ☐ Submit comprehensive reflection on Scholar	☐ Submit Fall Info Form ☐ Submit Mid-Year Report ☐ Submit End-of-Year Report ☐ Submit Senior Questionnaire
• Complete an internship or work-based learning project within your four years and submit corresponding documentation • Complete leadership studies minor or second major • Finish senior year with a minimum 2.75 cumulative GPA for PLP completion eligibility			

Appendix A.2 Class of 2029 PLP Commitments

	Experience	Develop	Succeed
Sophomore Year	☐ Complete and log a minimum of 25 service hours on CNU Engage (minimum 55 cumulative hours from freshman and sophomore year) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Attend at least 1 Leadershop in the spring semester ☐ Submit a reflection on attended Leadershop	☐ Submit Fall Info Form ☐ Attend Second-Year Leadership Coaching Meeting ☐ Submit Mid-Year Report ☐ Submit End-of-Year Report
Junior Year	☐ Complete and log a minimum of 25 service hours on CNU Engage (minimum 80 cumulative hours from freshman, sophomore, and junior year) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Attend at least 1 Leadershop in the fall semester	☐ Submit Fall Info Form ☐ Have a supervisor, coach, or mentor submit external feedback form during the Fall semester ☐ Submit Mid-Year Report ☐ Attend Leadership Coaching Meeting to discuss external feedback in the Spring semester ☐ Submit End-of-Year Report
Senior Year	☐ Complete and log a minimum of 20 service hours on CNU Engage (minimum 100 hours total from all years) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Confirm attendance of at least 2 Leadershops during time in PLP ☐ Submit comprehensive reflection on Scholar	☐ Submit Fall Info Form ☐ Submit Mid-Year Report ☐ Submit End-of-Year Report ☐ Submit Senior Questionnaire
● Complete an internship or work-based learning project within your four years and submit corresponding documentation ● Complete leadership studies minor or second major ● Finish senior year with a minimum 2.75 cumulative GPA for PLP completion eligibility			

Appendix A.3 Class of 2028 PLP Commitments

	Experience	Develop	Succeed
Junior Year	☐ Complete and log a minimum of 25 service hours on CNU Engage (minimum 80 cumulative hours from freshman, sophomore, and junior year) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Attend at least 1 Leadership in the fall semester	☐ Submit Fall Info Form ☐ Have a supervisor, coach, or mentor submit external feedback form during the Fall semester ☐ Submit Mid-Year Report ☐ Attend Leadership Coaching Meeting to discuss external feedback in the Spring semester ☐ Submit End-of-Year Report
Senior Year	☐ Complete and log a minimum of 20 service hours on CNU Engage (minimum 100 hours total from all years) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Confirm attendance of at least 2 Leadershops during time in PLP ☐ Submit comprehensive reflection on Scholar	☐ Submit Fall Info Form ☐ Submit Mid-Year Report ☐ Submit End-of-Year Report ☐ Submit Senior Questionnaire
● Complete an internship or work-based learning project within your four years and submit corresponding documentation ● Complete leadership studies minor or second major ● Finish senior year with a minimum 2.75 cumulative GPA for PLP completion eligibility			

Appendix A.4 Class of 2027 PLP Commitments

	Experience	Develop	Succeed
Senior Year	☐ Complete and log a minimum of 20 service hours on CNU Engage (minimum 100 hours total from all years) ☐ Continue commitment to at least one campus involvement	☐ Attend all President's Leadership Speaker Series events ☐ Confirm attendance of at least 2 Leadershops during time in PLP ☐ Submit comprehensive reflection on Scholar	☐ Submit Fall Info Form ☐ Submit Mid-Year Report ☐ Submit End-of-Year Report ☐ Submit Senior Questionnaire
● Complete an internship or work-based learning project within your four years and submit corresponding documentation ● Complete leadership studies minor or second major ● Finish senior year with a minimum 2.75 cumulative GPA for PLP completion eligibility			

Appendix A.5 - Sample PLP Student Contract

I. Program Commitments

To qualify for graduation with PLP, students must fulfill the respective class program commitments listed in Appendices A.1-A.4.

II. Major or Minor in Leadership Studies

To maintain membership in PLP, students must remain enrolled in the leadership studies major or minor. In order to qualify for PLP completion, a student must fulfill the program commitments and also successfully complete the leadership studies major or minor. Students planning to complete their degree requirements in less than four years must meet with a PLP staff member to establish a plan to complete all program commitments and the minor in leadership studies.

III. GPA Requirements

First-year students must meet term GPA minimums each semester of their first-year for scholarship eligibility. At the conclusion of your third semester, both term and cumulative GPA minimums must be met for scholarship eligibility. To complete PLP (separate from scholarship requirements), you must meet the minimum cumulative GPA of a 2.75.

PLP GPA Requirements*

Scholarship Level	Term GPA	Cumulative GPA (beginning after fall semester second year)
\$1,000	2.5	2.75
\$5,000	2.75	3.0
\$10,000	3.0	3.3

**Note: the above GPAs are University requirements for your time in the Program and were not used to determine the scholarship award assigned in your acceptance to PLP*

Suspension/Loss of Scholarship:

If you fall below the term GPA requirement or the cumulative GPA requirement (cumulative assessed only after the fall of your third semester) or fail to complete programmatic commitments, you will be on scholarship suspension and lose your scholarship for the subsequent semester. You will have only one opportunity during the subsequent semester to meet the required term and cumulative GPAs and/or to complete all necessary programmatic commitments in order to earn back your scholarship. If at any point you fall below either the term

or cumulative GPA requirement or fail to meet program expectations for a second time, you will lose your scholarship permanently and may be dismissed from the program. Summer terms are not eligible for scholarship. If you are placed on scholarship suspension, your "earn-back" semester is the subsequent fall/spring semester following your loss of scholarship.

IV. A Higher Standard:

Students in the President's Leadership Program should strive to achieve a high standard both inside and outside the classroom. This includes being a person of strong character with values that are congruent with those of the President's Leadership Program and Christopher Newport University. As members of the program, you agree to uphold the following standards:

- I understand that my PLP Scholarship is subject to the scholarship eligibility outlined in the PLP Handbook.
- I understand that failure to fulfill or meet the standards outlined in the PLP student contract will cause for re-evaluation of my status in the program and may result in the temporary or permanent loss of scholarship.
- I understand that I must commit to upholding the CNU Honor Code, university regulations, federal, and state laws and I understand that any violation will be cause for re-evaluation of my PLP membership and scholarship.
- I will maintain courtesy and respect towards CNU faculty, staff, and students.
- I understand I must follow through on program expectations and any commitment made to the CNU community and its members.
- I understand I must stay current and aware of PLP expectations through communication means determined by PLP staff in addition to my own efforts.
- I understand I must wear business professional attire at the President's Speakers Series and other designated events.
- I understand that by signing in at the President's Speaker Series events, I am stating that I will attend and be fully present (no talking or use of electronic devices) during the entirety of the event.

**Please see your PLP class Scholar page to view and sign your PLP Student Contract*

Appendix B – Scholarship Information

I. Suspension/Loss of Scholarship:

If you fall below the term GPA requirement or the cumulative GPA requirement (cumulative assessed only **after** your third semester) or fail to complete programmatic commitments, you will be on scholarship suspension and lose your scholarship for the subsequent semester. You will have **only one** opportunity during the subsequent semester to meet the required term and cumulative GPAs and/or to complete all necessary programmatic commitments in order to earn back your scholarship. If at any point you fall below either the term or cumulative GPA requirement or fail to meet program expectations for a second time, you will lose your scholarship permanently and may be dismissed from the program. Summer terms are not eligible for scholarship. If you are placed on scholarship suspension, your "earn-back" semester is the subsequent fall/spring semester following your loss of scholarship.

II. Important Scholarship Information

- You are required to enroll as a full-time student (12 or more credits) with the exception of your graduation semester [last semester of enrollment prior to graduation]. If you are a candidate for graduation at the end of that semester [as verified by the University Registrar], you may retain your scholarship provided that you are in good standing with the program and the University and have not exhausted your eight semesters of scholarship eligibility.
- PLP scholarships are limited to four undergraduate academic years (eight fall/spring semesters.)
- PLP scholarships are contingent upon continual residential status from the start of your enrollment at CNU. If you choose to live off campus, you may continue in the program but will permanently forfeit the PLP scholarship and the Study Abroad scholarship.
- You must be in good standing through the date of the study abroad term to be eligible for your Study Abroad Scholarship. Students who are placed on scholarship suspension do not qualify for the Study Abroad Scholarship.
- The scholarship level assigned upon admission to CNU is permanent. Scholarship levels and GPA requirements cannot be changed, regardless of your standing.
- Scholarships are awarded in the beginning of the semester in good faith that you will uphold all contract requirements. In the event that you do not meet all requirements, your scholarship may be suspended.
- If you are dismissed from the program or choose to withdraw, you will lose all benefits including scholarship and priority registration/housing.
- Commonwealth Scholars who are admitted to both the Honors Program and PLP upon entering the University and who choose to withdraw from PLP will not be eligible to receive their scholarship benefits, to include the Study Abroad Scholarship.
- If you are a Wason Scholar or Presidential Scholar, please refer to the documentation you received upon admission to those programs for additional information about scholarships.

III. Important Scholarship Information- Continued

- You are required to maintain continuous enrollment for each regular (fall/spring) semester, leading to graduation in four years. If you choose to take an approved temporary leave from CNU, you may not be guaranteed a PLP scholarship upon return.
- Students taking classes elsewhere during this time (for reasons other than study abroad) forfeit their scholarship upon return. Consult with a PLP staff member and the Office of Financial Aid **prior** to taking any type of leave.
- You must adhere to the Conduct Agreement and Policy (found in Appendix D of the Handbook.) If found responsible for not adhering to university policy, the Code of Conduct, and/or the Honor Code, PLP staff will be notified and additional sanctions through the program may be applied.
- Students must meet all required program commitments as stated in the PLP Student Contract.

Appendix C – Program Status and Appeal Policy

Program Status

Upon review of academic and required programmatic commitments, you are assigned one of the following statuses: *good standing*, *written warning*, *service warning*, *probation*, *suspension*, *dismissal* or *withdrawal*. In addition, university conduct violations can result in the change of your status at any point. Statuses listed below are not assigned sequentially but rather applied based on the scope and severity of the violation as determined by the appropriate PLP staff. *PLP staff reserve the right to institute statuses beyond those listed below should individual situations warrant.*

Good standing: You successfully met all program commitments.

Written warning: You did not meet articulated programmatic expectations. Students who receive a written warning are expected to successfully fulfill the programmatic expectations as indicated by PLP staff. A written warning status *does not* compromise your scholarship award. If you meet all subsequent program expectations the following semester, you will return to good standing with the program. If you fail to meet the expectations outlined in your written warning and/or accumulate additional unmet expectations, your status will change from written warning to probation.

Probation: Students under probation must recommit their efforts to successfully complete program expectations and make up previous unmet expectations as indicated by PLP staff. Probation status does not necessarily compromise your scholarship award. If you meet all subsequent program commitments the following semester, you will return to good standing within the program. If you fail to meet probationary commitments and/or accumulate additional unmet expectations, you may have your scholarship suspended.

Program Suspension: Suspension is a result of not meeting PLP programmatic and/or conduct expectations. Students on program suspension will not receive their scholarship for the semester immediately following status review. (For example, if a student is notified in the fall that they are on program suspension, their scholarship will not be awarded for the spring.) If you meet all program commitments the following semester, then you may be eligible for reinstatement of your scholarship. If you are placed on suspension for a second time, you will have your scholarship permanently revoked and/or be considered for dismissal from the program.

Dismissal: Dismissal occurs due to continual lack of communication, inability to complete programmatic and/or academic expectations, extended probationary and/or program suspension status and conduct violations. In this status, you will not be able to remain a member of the President's Leadership Program. Please be aware that this will result in loss of all financial benefits including your scholarship, priority housing, and priority registration.

Withdraw: Withdraw applies when students choose to no longer continue membership in the program. By withdrawing, you forfeit your scholarship and all privileges associated with being a member of PLP including

priority housing, course selection times, and the Study Abroad scholarship. Once withdrawn, you cannot rejoin PLP. Dropping the leadership studies minor/major results in automatic withdrawal from PLP.

Appeal Process

Should you wish to appeal your current PLP status, the PLP office requires a written, one page explanation outlining the specifics of your situation and may require a meeting with a PLP staff member. Please include the date of submission along with your name and class year on your letter. This letter can be emailed to preslead@cnu.edu. If you have any questions regarding this process, please contact a staff member for more information. Concerns related to the awarding of your scholarship should be directed to the Office of Financial Aid (Christopher Newport Hall, First Floor Commons; finaid@cnu.edu.)

Appendix D – Conduct Process and Sanctioning

PLP Conduct Process and Sanctioning

The Director of PLP receives regular reports from the Center for Honor Enrichment and Community Standards on any reported incidents involving students in the program. If you are found responsible for violating the Code of Conduct or University Honor Code you will receive sanctions from PLP that reflect the nature and severity of the incident. University conduct violations can result in the change of your status at any time. Please refer to “Important Scholarship Information” for details regarding scholarship eligibility based on fulfilling programmatic and University policies. All violations will also be considered during the overall status review process at the end of each semester.

If the nature and severity of an incident calls for immediate attention, PLP staff will contact you directly to set up a meeting with the director of PLP (or designee) to discuss the violations and resulting sanctions. As with any process, PLP staff approach it case-by-case and encourage you to appeal should you deem it necessary. See Appendix C for status and appeal information.

Self-Reporting

Self-reporting of any Student Code of Conduct or Honor Code violation to the PLP office is critical to character development and to understanding the responsibility of being a role model for the CNU community. Your development as someone with strong character is an important goal of PLP. Therefore, you are required to self-report violations to any PLP staff member within two weeks of the incident. Failure to report may further impact your program status/membership or your scholarship standing.

Appendix E – The Leadership Studies Major and Minor

Major & Minor in Leadership Studies Overview

PLP's co-curricular model is a complementary experience to the major and minor in leadership studies. The knowledge you gain through the major/minor can be applied to your experiences in PLP. Likewise, experiences in PLP will strengthen and deepen learning in the major/minor.

The leadership studies major and minor programs inspire students to learn deeply about the phenomenon of leadership and prepare students to engage effectively in the leadership process. These outcomes are essential as communities from local to global require responsible leaders, effective followers, and engaged citizens to thrive. Throughout the diverse program curricula, emphasis on theoretical knowledge and practical skills prepares students to intellectually apply their education to real-world challenges. Faculty experts take an interdisciplinary approach to help students understand the complexities of the leadership process through a variety of perspectives. This interdisciplinarity of study also makes the leadership studies programs highly complementary to any liberal arts and sciences or professional education.

The 18-credit leadership studies minor, required for students in PLP, provides students with foundational coursework in self-knowledge, group dynamics, leadership theory and application, historical cases and trends in leadership, leadership ethics, and contemporary leadership issues. Students also immerse themselves in elective courses for additional perspectives on understanding the leadership process.

The 30-credit leadership studies major goes beyond the minor's foundational coursework and elective options to allow students to further develop and master global perspectives on and implications for leadership, change and complexity through a systems-level leadership lens, and leadership competencies with an outward focus on application in context. The major gives students the opportunity to grow their knowledge and practice through four leadership elective courses that focus on specialized topics and contexts. The leadership studies major is open to all Christopher Newport University students as a second major only.

Christopher Newport University Undergraduate Catalog

For details regarding the Leadership Studies curriculum, please refer to the Undergraduate Catalog that corresponds to the year in which you began the minor/major in Leadership Studies.

Specific questions or concerns may be directed to Dr. Brent Cusher (brent.cusher@cnu.edu), Chair of the Department of Leadership and American Studies.

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Appendix F – Community Engagement vs. Philanthropy

Within PLP, we firmly believe in the value of serving throughout the local community. Because of the value we place in the experience of community engagement, it is important to draw a clear distinction between that and philanthropy.

Community engagement is... active participation that involves working with and learning from others to advance and strengthen the community and overcome challenges. It helps facilitate developmental, reciprocal and sustainable relationships within the community.

Examples: capturing oral histories of seniors, teaching English to local refugees, or mentoring a child.

Philanthropy is... a desire to help mankind through the giving of gifts, usually monetary in nature, to humanitarian or charitable organizations. Raising money through an activity or fundraising that supports a charitable cause is defined as philanthropy and not community service. Collecting items for donation is considered philanthropy as well.

Examples: food drives, blood drives, raising money for a cause, or collecting prom dresses

Appendix G – Student Leadership Competencies

