The ALE is designed for students to actively apply the **knowledge**, **skills**, and **behaviors** acquired during the leadership study. The ALE provides a student with some practical day-to-day experiences in a leadership setting. More specifically, the learning outcomes for the ALE are:

- Demonstrate understanding and successful application of Kolb’s (1984) Experiential Learning Model and all its elements: Concrete Experience (CE)—Reflective Observation (RO)—Abstract Conceptualization (AC)—Active Experimentation (AE).
- Implement a personal leadership plan that exemplifies service, ethics, collaboration, and appreciation for diversity and cultural differences at the host organization.
- Demonstrate the abilities to observe, reflect, and analyze at the host organization.
- Demonstrate an understanding of barriers to change and leadership skills to overcome the barriers as an individual and as part of the organization.
- Demonstrate communication skills, writing and presentations skills, problem-solving skills, and group/team building skills.
- Articulate a personal philosophy of leadership that includes understanding of self, others, and community.

**ALE Selection and Preparation**

The prospective student and the **ALE advisor** cooperatively select appropriate educational settings for the Applied Leadership Experience. The approval of an ALE program is based upon the kinds of experiences offered, the potential for leadership opportunity, the ability of the site supervisor to meet the program expectations, and the inclusion of sufficient experience hours. Appropriate experiences include, but are not limited to, NSOA, Leadershape, Emerging Leaders, Participation or Executive Leadership with a Student Organization, Residence Advisor, O-Team, Leading Alternative Spring Break, Student Ambassadors, Honors Fellows, Sports Team Leadership, Leadership with an on-campus or off-campus employer, or off-campus volunteer opportunities and organizations.

The ALE advisor does not place the student in an applied leadership experience. It is the responsibility of the student to determine the experience that is meaningful to him/her. The student is required to complete an ALE application form/proposal and submit it to the ALE advisor prior to registering for the ALE course.
INTERDISCIPLINARY LEADERSHIP MINOR

If you have questions regarding an experience that would be meaningful to your leadership development and whether it qualifies for ALE credit, or your need help identifying an appropriate experience for ALE credit, please contact the ALE advisor.

THE STEP-BY-STEP PROCESS

Here is a short guide to completing the ALE process:

Step 1. Determine an experience that is meaningful for you to participate in where you have the opportunity to practice emergent leadership.

Step 2. Discuss the nature of the ALE and your goals with the ALE advisor.

Step 3. Discuss the ALE program and the responsibilities of the site supervisor with the individual who will supervise your experience.

Step 4. Completion of LEAD 201 is required before participation in an ALE course.

Step 5. Submit an ALE application/proposal in order to be registered for class (ALE courses are 1-4 credits based on the number of hours you will be involved in leadership during the term).

Step 6. Receive the official registration information from the faculty advisor via email. Register for the appropriate section of the LEAD course (373-376).

Step 7. Meet with your site supervisor and establish written goals and site supervisor and student roles during the first week of your ALE.

Step 8. Attend class sessions on the university campus. The ALE instructor will outline expectations concerning logs, record keeping, assessment procedures, and reports.

Step 9. Ensure that all required assessments, reflections, and discussions are completed and turned in at the appropriate times.

Step 10. Request that the site supervisor complete the final evaluation form and return the original to the ALE instructor before the end of the term.

Step 11. If the appropriate clock hours are not completed during the semester enrolled, an “IP” (In Progress) is assigned. Continued contact with your faculty ALE instructor is crucial.

Reminder: Students who may have difficulties with their ALE are required to discuss these issues with faculty instructor as soon as the issue occurs.