



A Case Study of Leadership Characteristics in Multicultural Advocate in Themed Residential Hall in UIUC - Saunders

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INTRODUCTION

- Since the 20th century, residential colleges are highly valued and significantly rose in numbers. Student leaders emerged and have great influences on residential students (Martin & Blechschmidt, 2014). However, it is increasingly harder for them to integrate the communities as they are getting more diverse in cultures and ethnicities in recent decades (Paulienè, 2012).
- The role of MA is to serve as leaders as well as creating truly inclusive communities in residential halls. They are role models, and thus, studying their leadership characteristics are necessary for defining “good” leaders.
- Saunders Hall is a themed community of "Global Crossroads" in UIUC which focus on world events, international studies and different cultures. We are interested in studying whether this theme will influence the MA in particular. This could help to deepen the understanding of influencing factors and provide referencing indicators for fostering future leadership improvements.

RESEARCH QUESTIONS

What are the elements that the Multicultural Advocate (MA) believes may influence his leadership style? How would the residents perceive their MA?

METHODOLOGY

- Interviews
 - 1 MA from Saunders Hall
 - 2 Residents of the Community
- Observations
 - Participant-observer in Community Event
 - Take field notes on leadership characteristics
- Data Analysis
 - Qualitative analysis on all data sources
 - Integrate meaningful data and code for categories

PRELIMINARY FINDINGS



“...I am doing for the community, and I am doing it for my residents.”

CONCLUSION

- All in all, this MA’s performances matched most of the expectations of our interviewed residents. Not only one’s own unique leadership style does matter, but also one’s own ability to establish multiculturalism, diverse perspectives, and empowering people.
- Summarized leadership characteristics could be use as references for other leaders or anyone who are interested.
- Future studies on generalizing important leadership characteristics should be carried out.

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Through analysis of the interviews and observations, a number of leadership characteristics that the MA possess were identified. There are three inter-influencing groups of elements that molded what he is. These include his unique personal traits, working style, and internal and external factors.

According to the MA, different aspects do interconnect and play a part in shaping what his leadership style. For instance, the community theme – *Global Crossroads* does affect his personal conceptions, and he, as an international student does affect the cultural engagement of the community too. This is what he called “the lively dynamic.”

With respect to how the community residents perceive their MA, comments and advises were obtained. Overall they appreciate their MA and mentioned that he is “fun to talk with.” Below are the major expectations that the residents defined as a good MA:

