



A WIN-WIN MODEL

EXPANDING LEARNING CENTER
IMPACT THROUGH INTENTIONAL
PEER LEADERSHIP

Anna C. Lenick
Director, Integrated Academic Support Services

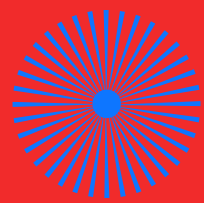


OBJECTIVES
BY THE END PARTICIPANTS WILL
BE ABLE TO:

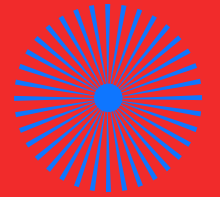
**Identify & Create
Leadership opportunities
beyond tutoring.**

**Leverage peer educators
to increase departmental
capacity.**

**Draft an
implementation plan.**



WHO AM I?



Anna C. Lenick

**Director,
Integrated Academic Support Services
Delaware State University**

Education

Seton Hall University, NJ: BS in Mathematics and Secondary Education

Montclair State University, NJ: MS in Mathematics Education

Professional Career

High School Math Teacher: 3.5 years

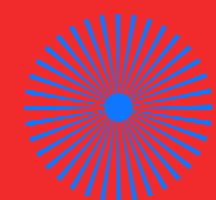
Assistant Director, Center for Academic Development at Bloomfield College, NJ: 16 years

Director, Integrated Academic Support Services at Delaware State University, DE: 12 years and still going

Adjunct Instructor, Currently– Online College Algebra, other math courses throughout the 28 yrs

Personal Life

- Originally from North NJ byway of Brooklyn, NY (that's my accent!)
- Dance, cook/bake, read, travel, live bands
- Pet: Hermit Crabs





Main Campus

**DSU Wilmington
DSU River Front**

DSU Downtown

DSU Online

**DSU Early College
Middle & High School**

**DSU Early College Prep
High School – Queens, NY**

- Founded in 1891, Delaware's only HBCU
- Multiple campuses
- Current student enrollment: 6,280 students
- Undergraduate(88%), Graduate and Ph.D programs
- 62% African American
- 41% first-generation college student
- 75% of incoming freshmen are Delaware's INSPIRE Scholarship recipients

WHO IS DSU?



WHO IS

INTEGRATED ACADEMIC SUPPORT SERVICES



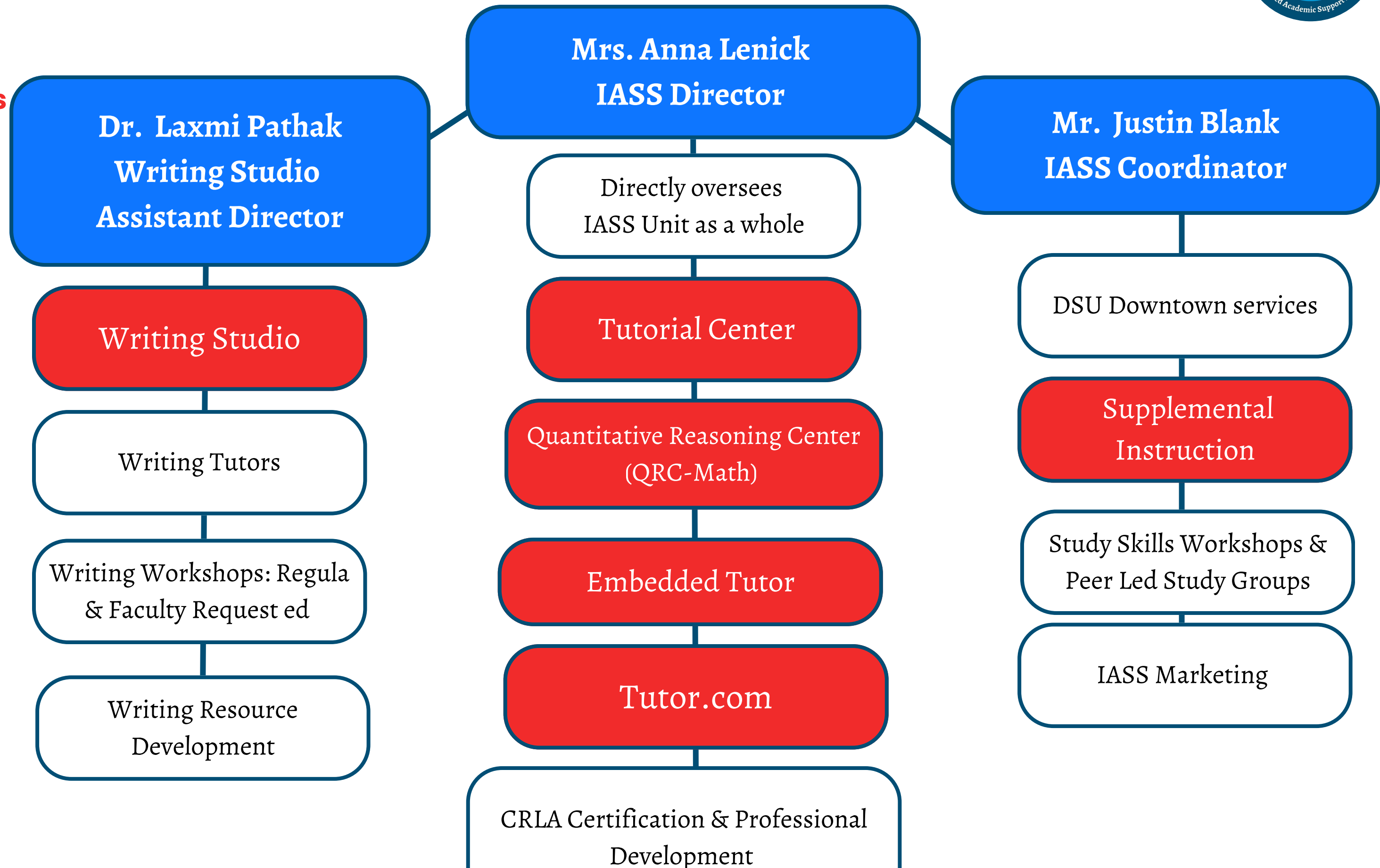
Monday – Friday
9:00 am – 8:00 pm
Saturday/Sunday
In-person & Virtual Options

Main Campus



On average,
50 – 55 tutors & SI
Leaders

DSU Downtown



How Many Balls is your Learning Center Juggling?



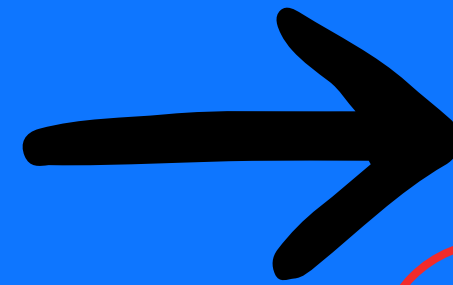
Poll Question 1

Which Ball Feels the Heaviest Right Now?

IASS' Approach to Meeting the Challenge

Limited Time & Resources

More Than a Campus Job
-
Developing Leaders,
Not Just Tutors



Win - Win
Model

Intentionally provide
leadership
opportunities for
tutors and SI leaders.

Enhances our services
and expands
programming
opportunities to offer
to our students.

Increases the capacity for
supervisors to implement
initiatives, assess outcomes, and
review data that allow for a
continuation of informed
decision-making.

Confidence

Professional Skills

Team Ownership

LEADERSHIP THROUGH PROGRAMMING

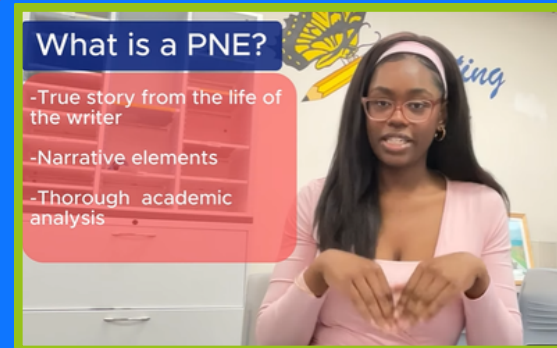


Workshops

Study Skills - General & Course Specific

Writing: Regular & On-Request

Targeted for Courses - faculty supported
Psychology, Finite Math,
EcoSystems, and others



Resources

Writing Resource
Development Project

IASS - "Who We Are"



Special Events

Candlelight Journaling

Logic Lounge

Campus Quest

LEADERSHIP THROUGH OPERATIONS



Social Media

Public Relations Assistant Tutor

IG Page: DSU_IASS
Words of Wisdom
Field Trip Friday
Riddle Me This

Flyers

IASS Logo



Marketing

Class Visits

Information Tables

Bulletin Boards



Operations & Process Improvement

IASS & SI Handbook

IASS Mission Statement
Revision

Administrative Training
Videos



LEADERSHIP THROUGH CAMPUS PARTNERSHIPS



Faculty - Staff Facilitate Workshops

For Students
Writing Workshops
Professionalism

For Tutors-SI
CRLA Topics
Career Development
Counseling



Student Organizations

Tutor-Led Study Group Sessions

Black Women in Medicine
Healthy Hornets
ASSA - Athletes
Delta Sigma Theta Sorority, Inc.



Out of the Box

Advanced Painting Class

Tutor Involved?
DESU-Radio
Student Newsletter



LEADERSHIP THROUGH PROFESSIONAL GROWTH



Paraprofessional Board
- LEADs, PR Assistant,
Social Committee Chair

- Mentor and support fellow tutors and SI leaders
- Promote accountability by reinforcing IASS expectations and administrative responsibilities.
- Facilitate IASS Team Meetings
- Plan end-of-semester celebrations
- Foster team engagement by coordinating community-building events & community service projects



Presentations

- Co-present at CRLA trainings and workshops
- National Conference involvement for Learning Centers and co-author journal articles
- Webinar trainings (leaders come back and share what they learned)



WHAT IS IMPORTANT TO DEVELOPING STUDENT LEADERSHIP

Believe In Their Potential

Set high expectations—they often rise to meet them.

Foster a Sense of Ownership

Don't create projects for the sake of leadership. Instead, invite students to lead meaningful initiatives that advance the learning center's mission.

Play to Strengths

Understand what each tutor is best at and grow their independence incrementally

Lead By Example

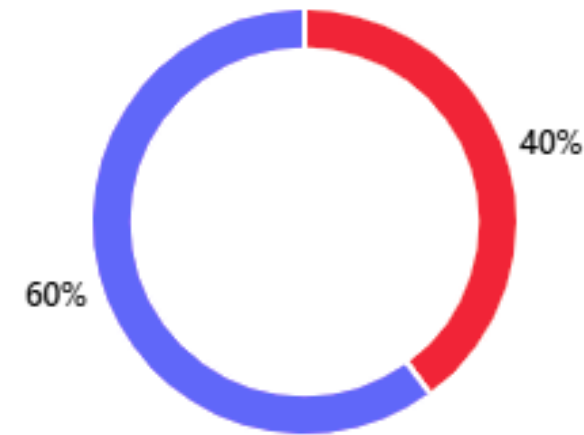
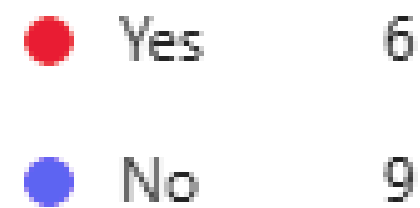
Model the behaviors you hope to develop — professionalism, collaboration, thoughtful decision-making, and reflective practice for continuous improvement.



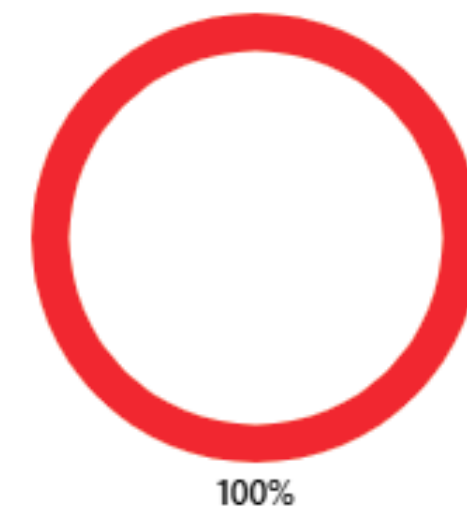
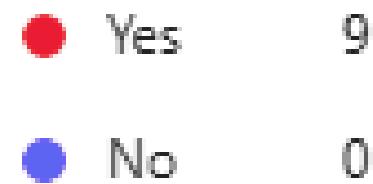
HOW STUDENT LEADERSHIP HAS IMPACTED IASS - SURVEY FEEDBACK

(DATA COLLECTED FROM 15 RESPONSES)

Before joining IASS, did you believe that your role as a tutor or SI would make you a "leader" on the DSU campus?



After serving in your role with IASS, do you now believe it to be a leadership position?





How Many Balls is your Learning Center Juggling?

Tutoring

SI

Workshops

Assessment

Social
Media

Structure
Study Halls

Outreach
to Students

Professional
Development/
Tutor Training

Embedded
Tutoring

Annual,
Semester
Reports

Build
Faculty
Partnerships

Etc.....
New
Initiatives

Poll Question 2

**Which Ball Could You Hand to a
Peer Leader?**

**After seeing these examples, which
responsibility could your tutors or
SI leaders begin leading or
supporting this semester?**

From Juggling to Leading: Your Action Plan

Instructions (3–5 minutes): Choose one "ball" from your learning center that could become a meaningful leadership opportunity for your peer educators. Complete the action plan below.

The “Ball” - Which responsibility could become a leadership opportunity?	Leadership Opportunity for Tutors/SI to contribute	What is the purpose of the Leadership Opportunity?	Timeline	Who Will Lead?	Action Steps	Resources Needed
IASS Example: Student Organization Collaboration	Campus Quest: Unlock the Fun in Your Academic Power Students will complete challenges and earn raffle tickets for a gift basket and prizes.	Increased awareness and utilization of IASS services Peer educators confidently leading the event from planning through implementation. High student engagement with positive feedback from students and campus partners.	Planning: Fall Semester Campus Quest Event Date: 3rd week of spring semester	One Tutor from WS, QRC, TC and one SI Leader Women and Men Senate Board Members	Tutors/SI: Design engaging academic challenges that showcase each center's services. Coordinate challenge logistics and volunteer assignments. Senate Board Members: Plan and coordinate interactive activities and entertainment (relay games, icebreakers, music, etc.). Secure funding and campus partnerships for prizes, refreshments, and event attractions (DJ, Ice Cream Truck, etc.). Assist with event logistics and day-of-event coordination. Both: Develop a marketing and outreach campaign (social media, flyers, classroom announcements, tabling). Assist with event-day facilitation and participant engagement. Evaluate the event and recommend improvements for future semesters	Activity materials and challenge supplies IASS promotional items and prizes Marketing materials (flyers, social media, signage) Funding for entertainment and student incentives Campus event support and logistical coordination

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Etc.....
New
Initiatives

*You don't have to juggle
every ball yourself.*

*Start with one ball
and hand it off.*

*Develop leaders who help your
learning center thrive while growing
into leaders themselves.*

*You've got a working
plan!*



Let's Connect!

Integrated Academic Support Services at DSU

Email: IASS@desu.edu

Instagram: [DSU_IASS](https://www.instagram.com/DSU_IASS)

LinkedIn: [linkedin.com/company/dsuiass](https://www.linkedin.com/company/dsuiass)



Anna C. Lenick

Email: alenick@desu.edu

THANK YOU!

