INSTITUTE FOR LEADERSHIP & ENTREPRENEURSHIP

YEAR IN REVIEW

2014-2015

*Ideas to Serve Group Photo from March 2015
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Executive Summary

The ILE fosters values-based leadership and socially responsible entrepreneurship. It convenes students, researchers, entrepreneurs, business, and community leaders to bring about positive change. It also serves Georgia Tech faculty, students and professional staff by building community, enabling self-awareness, and enhancing leadership capabilities in individuals, teams, and organizations. Through academic programs, research, information dissemination and community engagement, the ILE facilitates conversation and action to promote a focus on the triple bottom line – positive economic, social and environmental benefits of business and social sector (government and not-for-profit) organizations. ILE programs include the IMPACT Speaker Series, the Ideas to Serve Competition, the Global Social Ventures Competition, the Faculty Leadership Roundtable, the Minor in Leadership Studies (Business Track), Servant Leadership Seekers Program, the Eastern Europe Summer Leadership for Social Good Program, the doctoral student Biomedical Engineering Graduate Leadership Program (GLP), and Enhancing Meaningful Creative Challenges (EMC²) for newly tenured faculty. In Fall 2015, ILE is launching a new Inclusive Post-Secondary Academy to serve a special and unique student population.

Background and History

The Institute for Leadership and Entrepreneurship (ILE), is an interdisciplinary institute that encourages values-based leadership and socially responsible entrepreneurship. The ILE was established in 2006 with Cowan Turner Servant Leadership funding augmented by funds from the Tedd Munchak Chair, and other grants and gifts. It stays true to its mission of fostering an ecosystem of leadership development through creative pedagogy, collaborative research, and convening on topics that matter. The ILE started with two of our current portfolio of programs – the IMPACT Speaker Series and the Georgia Tech Leadership Roundtable (LRT) and has since expanded programs to extend its network both within and beyond Georgia Tech’s campus.

Faculty and Staff

In addition to the director, Terry Blum, the ILE is comprised of a core group of faculty and staff. In 2014-2015 ILE faculty and staff members included Ashley Bidlack, Joel Cowan, Lalita Kaligotla, Nicole Little, Gregory Marr, Ken Surdin, Bob Thomas, and Marnie Williams. In addition, the ILE hosts several members of the community whose work intersects with our mission. They include John Bare of the Arthur M. Blank Family Foundation, Bill Gunn of Brinks Engineering (retired), Kathleen Kurre (former CEO, Tech Bridge) of Fusion Advisors, Brian Cayce of GrayGhost Ventures, and Spring Asher of Speechworks (retired). – all of whom serve as executives in residence. Classes offered through the Scheller College of Business that developed from the ILE include: Servant Leadership, Values and Systems; Impact Forum; Social Entrepreneurship; Business Fundamentals for Social Entrepreneurs; Leadership Development; Uncertainties and Opportunities of the Emerging World; Nonprofit Pro bono Consulting; and Capstone Leadership Projects.
I. Impacting Student Leadership

Eastern Europe Study Abroad: Leadership for Social Good

Since summer 2011, over 50 students have participated in this innovative international program including 14 students participating in the 2015 Summer Study Abroad Program. Students worked on a variety of projects with local partners, either individually or in small groups. This summer students worked on eight projects with various social enterprises and Non-Governmental Organizations in Hungary that tackle important social and environmental challenges like employment creation, fair and equitable representation of minorities in the media, and biodiversity preservation.

The ILE has offered this program since 2011 and student participation has been increasing every year. This unique study abroad program provides students the opportunity to gain international project work experience, and to learn about the challenges of creating and leading effective and sustainable social enterprises. The overarching goal of the program is to provide students with a better understanding of the realities of social entrepreneurship and the leadership that it takes to develop strong civil societies. Over a seven-week period, students earn nine business credits through a combination of lectures, case studies, guest speakers, and direct engagement with a non-profit organization or social enterprise. The program enjoys the support of a large network of partners in Atlanta, Budapest, Krakow, and Prague. They include: Business Council for Sustainable Development, Altrenate CSR Consultancy, CEEWeb, MatyoDesign, #Charity, and others. These organizations provide our students with valuable internship opportunities, guest speakers and site visits. In the five years since program inception, 50 students collaborated on 33 projects to support the work of our nonprofit partners. Project details and videos on these projects can be found by visiting www.youtube.com/user/GeorgiaTechILE/playlists.
In 2014-15 the program admitted 25 students from five of the six colleges at Georgia Tech, and 23 students successfully completed the program. Currently, over 72 students are working to complete the minor. This academic year, students had the opportunity to work with 13 social enterprises, non-profits or governmental organizations for their capstone projects, and created meaningful business solutions for these organizations.

The Leadership Studies Minor was approved for launch at Georgia Tech in spring 2011 with student recruitment beginning in fall 2011 and spring 2012. This 15-credit hour program is open to all undergraduate students at Tech as long as they meet program eligibility requirements, formally apply to the program and are admitted. Since inception, the program has admitted over 131 students and 59 students have completed the program as of spring/summer 2015. Currently, the program includes a diverse range of students from all six colleges at Georgia Tech, pursuing a wide variety of majors. A unique feature of this minor is the experiential capstone course, in which students collaborate in interdisciplinary teams to solve a challenge/problem for an organization and leverage their disciplinary training and the knowledge gained through coursework taken in the minor towards designing a context-specific solution for the identified challenge. To date, student teams have worked with a variety of organizations in the metro-Atlanta area and have designed products or services that have made a positive impact on these organizations. In the three years that the capstone course has been offered, students have worked with several organizations including Plywood People, Jacob’s ladder School, KIPP Metro Atlanta, Path Academy, Global Growers Network, MedShare International, Points of Light Civic Accelerator, Camp Twin Lakes, the Centers for Disease Control and Prevention, and Reworx. Academic project details and videos for past capstone projects can be found by visiting [www.scheller.gatech.edu/centers-initiatives/ile/leadership-minor/capstone/](http://www.scheller.gatech.edu/centers-initiatives/ile/leadership-minor/capstone/).
PhD Dissertations
This past year Scheller College of Business awarded PhDs for two dissertations that had leadership and creativity themes. Terry Blum served as chair for Jim Lemoine’s dissertation entitled, “Closing the Leadership Circle: Building and Testing a Contingent Theory or Servant Leadership.” Jim, who was a recipient of a SLC scholar award, has accepted a position of Assistant Professor in Organization and Human Resources at the University at Buffalo, SUNY. She also served on the Gamze Koseoglu’s dissertation committee. Gamze’s dissertation is entitled, “Even Sherlock Needs a Dr. Watson: A Theory of Creativity Catalysts.” Gamze has accepted a faculty position in the Department of Business Administration in Australia’s Melbourne Business School, University of Melbourne.

Cowan-Turner Servant Leadership Seekers
This year nine students participated in the program. They met with various speakers and company representatives to learn about servant leadership in the workplace. Speakers included Marc Olivie, President and CEO, W.C. Bradley Co., Kent Keith, CEO of the Robert K Greenleaf Center for Servant Leadership (Asia), and Jim Balkcom, Former CEO of Hummingbird Company. The Seekers traveled to Columbus, Georgia to meet with Mr. Bill Turner, Chairman Emeritus of the W.C. Bradley Company. The Cowan-Turner Servant Leadership Seekers Program, working with the Office of Special Scholarships and the Institute for Leadership & Entrepreneurship is pleased to announce the Cowan-Turner Servant Leadership Seekers. The purpose is to identify Georgia Tech students interested in learning about the philosophy of servant leadership and how they can integrate these principles into their personal and professional lives. Students engaged in this program participate in periodic activities that will expand their awareness, understanding and knowledge of servant leadership, as articulated by Robert K. Greenleaf. Seekers will have access to funds to support their journey. Financial resources will be awarded to allow the Seekers to develop programs which will engage others in learning about servant leadership. This program is currently open to all students from Columbus, Georgia and all President Scholars. The Servant Leadership Seeker’s Program is modeled on the Jefferson House program outlined in Robert Greenleaf’s book “The Teacher as Servant”. It is co-curricular and hopes to attract a wide range of academic interests. Participants share a common interest: they want to work together in acts of service, both for the immediate benefit of others, and so that they can learn from experiences how to be effective in serving, how to distinguish good service from poor service, and how to receive the service of others. The Seeker’s Program will help students learn the skills of dealing with institutions with the intent that they will help build more effective and serving institutions. For more information please contact Robert Thomas at robert.thomas@ile.gatech.edu.
II. Building Community

IMPACT Speaker Series

This year, the IMPACT Speaker Series invited and hosted over 21 inspiring leaders who are making a profound impact on the world and shaping their respective organizations in the social and corporate sectors. A few speakers from last year included: Cheryl Bachelder, CEO of Popeye’s, Marc Olivie, President and CEO, W.C. Bradley Co., Charles, Redding, CEO, MedShare International, Paul Brown, CEO, Arby’s Restaurant Group, Allen Ecker, Executive Vice President, Scientific Atlanta (retired), Ai-Jen Poo, Director, National Domestic Workers Alliance, and Robert Pozen, Former Chair, MSF Investment Management. Due to its success, the sessions will continue into the coming academic year as well.

The IMPACT Speaker Series is Atlanta’s largest university-based forum where inspiring leaders from the corporate and social sectors share their leadership journeys with the Georgia Tech community. With weekly presentations revolving around themes like entrepreneurship, innovation, leadership, and sustainability, this speaker series attracts a broad audience base including students, faculty, alumni and the community, beyond Georgia Tech. IMPACT has brought over four thousand attendees over the course of a year to the Scheller College of Business to witness these astounding talks. All IMPACT events are recorded and archived and can be found www.ile.gatech.edu/impact.
Celebrating Tenure at Georgia Tech: Enhancing Meaningful Creative Challenges (EMC²)

In 2014, 23 faculty and 9 mentors participated in a highly successful weekend at Chateau Elan in Atlanta, GA. Faculty mentors/facilitators include: Ravi Bellamkonda, Terry Blum, Jennifer Clark, Stephen DeWeerth, Benjamin Flowers, Paul Goldbart, Charles Isbell, Leslie Sharp, and Jenny Singleton.

Founded in 2011 in collaboration with the offices the Provost and Executive Vice President for Research, EMC² is a gathering of faculty who have recently been awarded tenure at Georgia Tech. The event, held each year, and challenges participants to think about the next phase of their (post-tenure) research and academic careers. The annual event includes a reception hosted by President Bud Peterson, and a weekend retreat. Granting tenure to faculty is arguably the biggest commitment that Georgia Tech can make to its faculty, and EMC² is designed to give faculty an opportunity to reflect on the next stage of their careers, with a focus on enhancing their research programs and leadership strategically. The retreat also serves as a critical networking opportunity to newly tenured faculty, and carefully chosen faculty mentors present at the weekend giving participants the time and space to reflect upon and create a strategic plan for the next stage of their careers. Now the community has over 125 faculty members. This group of faculty also are a part of the Leadership Roundtable Community. More information can be found at www.scheller.gatech.edu/centers-initiatives/ilee/celebrating_tenure.
In continuing its mission to encourage participants to build relationships with other campus leaders, the LRT created monthly networking sessions held at Highland Bakery for the 2014-2015 school year. The LRT is a community of GT faculty, professional staff, and administrators who participate in a weekend workshop and continue to build their leadership capacity each year. Each cohort of LRT faculty convene for an annual leadership retreat and then stay in touch with the community through various events organized year-round. The focus of the program is to raise awareness of leadership and create a learning community that can support others on their leadership journey. The LRT community now includes around 275 Georgia Tech faculty and staff members who have participated in the program over the years and/or have been a part of the Enhancing Meaningful Creative Challenges Program, also known as Celebrating Tenure at Georgia Tech. Each college and most departments are represented. ILE organizes various events that strengthen the bonds of the LRT community. More information can be found at http://www.scheller.gatech.edu/centers-initiatives/ile/leadership_roundtable.

Organizations and Special Programs
In addition to the above programs, ILE faculty advise and/or support various Georgia Tech programs including Women of Georgia Tech, Engineering World Health and NetIMPACT where Terry Blum is the Faculty Advisor. Terry Blum also facilitated a talk on leadership and self-empowerment for Executive and Deans’ assistants for all of Georgia Tech. Joel Cowan works with a team comprised of individuals from Scheller College of Business and the College of Architecture to enhance a joint program in real estate development which facilitates student crossover capability to broaden the course offering between colleges without adding new faculty. He has spoken to numerous groups regarding leadership, servant leadership in particular. Bob Thomas advises the Executive Roundtable, Freshman Servant Leadership Organization, and the Servant Leadership Seekers, a special program geared towards helping President’s Scholars apply the principles of servant leadership as laid out by Robert Greenleaf into their personal and professional lives. Dori Pap advises Enterprise to Empower, the student organization that promotes social entrepreneurship at Georgia Tech.
III. Enriching the Student Experience beyond the Classroom

Ideas to Serve (I2S) Competition
Students who “Dare to Care”

In 2015, 29 teams qualified for participation in I2S. Of these, two-thirds were undergraduate students representing five of the six colleges at Georgia Tech, a testament to Tech’s entrepreneurial spirit, and ability to address world’s most pressing problems. For the first time in I2S’ six-year history, there was a higher representation of female students than male students. Winning teams in this year’s competition received $12,000 in cash prizes and all teams received resources and feedback to refine their ideas and translate them into marketable products and services.

The judges included Sarita Alami from The New School, Joey Asher from Speechworks, Amy Barrow from United Way, Jacqui Chew from iFusion Marketing, Susan Davis from Improve International, Austin Dickson from Literacy Action, Enid Draluck from Full Circle Living, Jerry Draluck from Buckhead Beef Company, Angie Fife from Project Development Services, Alan Flury from Georgia Tech, Darrell Glasco from Social Mission Architects, Kim Kregloski from NeadWerx/Merchlogix, Wayne Li from The Design Collaborative, Paul Lopez from Element Funding, Kurt Ronn from HRworks, Erin Rosintoski from Atlanta Tech Village, Scott Sadler from Boardwalk Capital, Becky Scheel from Georgia Tech, Amber Scott from Social Enterprise Alliance, Harold Solomon from VentureLab, James Watson from The New School, Grace Webbster from Credit-Suisse, William Whitaker from Gray Ghost Ventures, and Tricia Whitlock from Hypepotamus. The moderators were Kathleen Kurre from Fusion Advisors and Brandy Nagel from VentureLab.

I2S is a highly successful social innovation competition that draws students from all colleges at Georgia Tech as well as recent alumni who have ideas for products or services aimed at creating a better world and improving the human condition. Originally a competition of ideas that now includes a more advanced track, the goal of the competition is for students to use creativity, imagination and technology to try to solve some of society’s most pressing problems. The competition is also intended to provide a platform for students to apply their entrepreneurial talents to solve significant social and environmental challenges. Entries for this competition have been highly varied addressing a diverse range of issues including alleviating hunger, promoting health and wellness, solutions for disaster-struck areas, and developing alternate and novel sources for energy. In the six years since its inception, I2S has attracted more than 150 student teams and has awarded over $80,000 in start-up funding to translate creative ideas into viable solutions. Projects that received support include those with far reaching impact such as Sanivation (solar powered toilets in Africa), The Pentorship Program (reducing recidivism through entrepreneurship curriculum for inmates), and TOHL (a mobile water transportation system to address water access in disaster stricken areas, and isolated and rural areas in Chile and South Sudan).

This year the competing teams “Dared to Care” by focusing on both local and global issues. The Idea track winner was Smile Bright (toothbrush designed to fit the needs of people with disabilities) and the runner-up was Living Local (technology that allows produce to be shipped while alive, which prevents spoilage without refrigeration.). The Advanced Track winner was Vayando, a team that developed an online booking platform that connects travelers with off the grid small entrepreneurs in emerging economies around the world allowing them to earn extra income. More information about the competition can be found at www.ile.gatech.edu/i2s.
Global Social Venture Competition (GSVC)

The ILE has been involved for the third year in a row in this globally recognized and respected social venture competition. The GSVC is led by team of MBA students, Sarah Caulk and Mark Ladisch, with direction from an executive committee comprised of Jay Cranman (Points of Light), Brian Cayce (Gray Ghost), Howard Conell (Ray C. Anderson Center for Sustainable Business), and Dori Pap (Institute for Leadership and Entrepreneurship); Georgia Tech faculty and professionals from the social sector in the Atlanta area. This year, over 42 teams from universities all along the east coast of the United States, including nine teams from Georgia Tech participated in the GSVC. The semi-finals were hosted at Scheller where two teams were selected after a rigorous review and judging process for participation at the national finals at the University of California, Berkeley.

The judges included Angie Allen from Full Circle Fun, Ron Alston from SunTrust, John Bare from Arthur M Blank Foundation, Scott Coning from Better World Books, Grace Fricks from Access to Capital for Entrepreneurs, Greg Gilbert from Ronald Blue & Co. Bahniman Hazarika from Gray Ghost Ventures, Eloisa Klementic from Invest Atlanta, David Kobia from Ushahidi, Kathleen Kurre from Fusion Advisors, Jim McLellan from Goodwill, Bonny Mollenbrook from Investor’s Circle, Sig Mosley from Mosley Ventures, Kurt Ronn from HRworks, Scott Sadler from Boardwalk Capital, Jim Schorr from Vanderbilt University, Anne Sterchi from J. B. Fuqua Foundation, and Jeff Woodward from Taylor English Duma LLP. The moderator was Sam Moss from Eastlake Foundation.

GSVC is a global social innovation competition that provides opportunities for teams that are beyond the idea conceptualization stage (like many of the projects that compete in the I2S competition) and are closer to turning their social innovation ideas into marketable products or services. It is a collaborative effort between Georgia Tech’s Scheller College of Business and Berkeley’s Haas School of Business. The ILE serves as the host and US Eastern Regional partner in this global competition that brings together aspiring young social entrepreneurs from across Europe, Asia, Latin America and Africa. Teams compete for $50,000 in cash prizes and access to a global network of social entrepreneurs and investors. In only its second year of existence, this competition led by MBA students recruited nearly fifty teams from schools all along the east coast of the United States including MIT, Harvard, NYU, Notre Dame, Johns Hopkins and others. The regional semifinals were held at Scheller with twenty teams competing to move to the next stage. Four of these teams were from Georgia Tech. Teams were judged by members of the impact investment community and executives from the start-up community in metro Atlanta. Two of the teams from among the semi-finalists were selected to compete at the finals hosted by the Haas School of Business at Berkeley. More information about the competition can be found at www.ile.gatech.edu/gsvc.
The 2015 class was comprised of 12 students and 3 mentors met for a leadership retreat and program kickoff at The Inn at Serenbe, just outside of Atlanta in September 2014. At their graduation in May 2015 the students were privileged to hear talks from Dean of the College of Sciences, Paul Goldbart as well as Associate Dean for Faculty Development and Scholarship inside the College of Engineering, Kimberly Kurtis. This innovative leadership development and research training program has been approved for renewal by the National Institutes of Health (NIH) from 2014-2019.

The ILE leads a unique graduate leadership program for doctoral students conducting research in the bioengineering space at Georgia Tech. This program was originally launched as part of a T32 training grant awarded by the NIH to the Department of Biomedical Engineering, and has since expanded to include students from several schools of engineering as well as physics and chemistry. Its goal is to develop leadership skills for highly motivated and successful doctoral students to facilitate their development as leaders of their disciplines. Over the past six years, over 85 students have participated in this prestigious and highly regarded national training program. NIH reviewers approving this grant for renewal cited it as being particularly novel, and the School of Biomedical Engineering believes that the GLP is a unique aspect of training a highly select group of their graduate students. This training grant is led by Prof. Johnna Temenoff of the School of Biomedical Engineering at Georgia Tech and Emory University. More information about the program can be found at www.glp.gatech.edu.
Pro-Bono Consulting

This past academic year, twelve teams of MBA students in the daytime and evening programs applied their business acumen, functional and social skills to build the capacity of non-profit organizations. Under faculty guidance and Net Impact Student leadership, Georgia Tech’s Pro Bono Consulting Program is aimed at helping non-profit organizations based in Atlanta resolve key strategic challenges. Involvement in the projects provides exceptional educational and personal growth opportunities for motivated student participants.

Projects are conducted over the fall, spring or summer semesters. Prior to undertaking a project student teams work with clients to define the scope of the project and lay out broad goals. All projects are evaluated against our dual-goal mission and are approved by the client representatives, the consulting team, and the advising faculty from Georgia Tech’s Scheller College of Business. Projects must address a well-defined problem and clearly laid out scope, addressing a specific need. Upon completion, clients receive a presentation of findings with the expectation that key organizational decision makers will consider the results and recommendations for implementation.

The program has a track record of providing solutions that are practical and easy to implement. Student teams, while independent, work closely with the clients’ staff and management. This approach enables them to better grasp underlying issues, gather feedback on their work, and adjust their approach early in the process, to finally arrive at actionable solutions that the clients are able to implement. Since its inception, projects have been completed for more than 20 organizations. This past year, projects were conducted for Keep Atlanta Beautiful, Marcus Autism Center, MedShare International, Camp Twin Lakes, The Center for Working Families, Atlanta Center for Self Sufficiency, and United Way.

Executive MBA Involvement

As a part of the Executive MBA, Terry Blum attended a two week international residency in China with the students and executive education staff, both learning and helping them, obtain firsthand knowledge of international business practices and cultures.
IV. ILE Shaping the Community beyond Georgia Tech

**Prof. Terry Blum** serves on the board on the board of Camp Twin Lakes, which provides camps for children with serious illnesses, disabilities and other life challenges. She served on the board of MedShare International, a non-profit venture that creates value and improves health through the collection of surplus medical supplies and equipment for redistribution to health facilities in developing countries. She also served on the board of *Global Growers Network*, a social enterprise that connects Atlanta’s refugee community (made up of people who have been forced to flee their home countries due to war, genocide and persecution) to agriculture, food production and greater economic opportunities. She provides these organizations with strategic consultation and advice on all aspects of their organizational growth and development.

**Prof. Joel Cowan** consults with various non-profit organizations in the United States and internationally, specifically in Central and Southwest Asia, Turkey and China. He co-founded the Central Eurasia Leadership Academy in Istanbul, sponsored programs for educating young women in Afghanistan and Tajikistan and actively supports social impact investing in the region. Having formerly served on the boards of Continental Airlines, World Airways, International Relief and Development (IRD), and the Council for a Community of Democracies, he currently serves on the board of the EastWest Institute in New York. Currently, he is a part of the China High Level Dialogue annual program in Beijing. This has been ongoing for nine years under joint sponsorship with the EastWest Institute in New York and the Chine Institute for International Studies in Beijing. Additional Joel is currently working on designing relief housing for the Syrian Refugees and working with a bank providing banking services to the un-banked in Pakistan and Africa.

**Prof. Bob Thomas** currently serves as Chair of the Board for the Greenleaf Center for Servant Leadership, the premier resource organization for servant leadership founded by Robert K. Greenleaf in 1974 and based in Atlanta. The Center’s mission is to promote greater awareness, understanding and practice of servant leadership. In addition, the organization has focused its energy on developing more robust strategies for promoting the ideas of servant leadership among students and in the workforce in partnership with several local, national and global organizations. Bob was a keynote speaker at the Georgia Non-Profit Leadership Program, speaking on servant leadership. He has taught classes on leadership to students at Weber School in Atlanta and is a member of the Special Taskforce for Middle East Travel Seminar (METS).
V. New Initiatives

The Inclusive Postsecondary Academy (IPA) at Georgia Tech

The Inclusive Postsecondary Academy (IPA) at Georgia Tech’s Program for Individuals with Intellectual and Developmental Disabilities (I/DD) Professor Terry C. Blum, Director of ILE, and Mechanical Engineering Professor Cyrus K. Aidun collaborated to create the Georgia Tech Inclusive Postsecondary Academy (IPA) for students with intellectual and developmental disabilities (I/DDs). The IPA is a certificate program administered through Georgia Tech Professional Education.

After more than 2 years of preparation the IPA launched its first cohort of eight students. Students completed a week long orientation and attended a celebration dinner alongside IPA co-founders, staff members, mentors, parents, Student Advisory Group & Executive Advisory Board members. Students started attending Fall 2015 classes on August 17th, 2015.

This past year’s efforts focused on program education and outreach to more than 100 professors and staff across campus, program approval through the Provost, fundraising, developing administrative procedures, executing a media outreach plan which includes social media (e.g. creating a social media presence through Facebook and Twitter), providing six open houses and school tours to the public, working with a student advisory group, recruitment of an executive advisory board, developing program curriculum, finalizing application procedures and implementing guidelines, recruitment and hiring of a full time peer coordinator and a curriculum developer/lecturer, recruitment and orientation of the initial cohort of students. The Peer Mentor Coordinator executed recruitment, training and orientation of more than 20 paid and unpaid peer mentors and peer supports for the 2015-2016 academic year.

Through the enthusiastic collaboration with Georgia Tech Professional Education, the IPA is a four-year college program leading to two separate certificates. The first is a Certificate in Social Growth with Academic Enrichment, and the second is a Certificate in Social Growth, Academic Enrichment and Career Exploration. The IPA will utilize Person Centered planning, a life planning model to enable individuals with disabilities or otherwise requiring support to increase their personal self-determination and improve their own independence. Using the Discovery Process, an outcomes-based foundation for employment planning, the IPA will match a student’s strengths, needs and interest as a potential job candidate with the needs of a potential employer. The IPA will provide students with the opportunity to engage in the full college experience, including building a social network, participating in non-credit college classes, living independently, working in professional internships, and enjoying an active social life with friends and mentors. Students will receive peer and other support to succeed and realize their potential in the areas of social growth, personal growth and independence, and career development.

The uniqueness of the program at Georgia Tech is that it includes a technology-oriented component helpful to the students and of interest to faculty. When in full enrollment, the goal of the IPA program is to have 40-48 students-12 per year-several faculty/lecturers, career/transition coordinators, an administrative professional and student mentors. Also under consideration is the recruitment of students who completed a two-year program at other institutions to complete the two additional years towards a 4-year certificate in postsecondary education. Other IPA priorities will be continued fundraising for program expansion and seeking qualification as a Certified Transition Program, so that IPA students may be eligible for Pell grants and other financial aid mechanisms.
Rarely do we have an opportunity as important as this one: a chance to dramatically change the lives of students with intellectual and developmental disabilities in a way that will affect every aspect of their well-being and future. The Inclusive Post-secondary at Georgia Tech (IPA) gratefully acknowledges the many people who contributed to the development of the IPA. In particular, we extend our appreciation to the Munchak Chair, Allen Ecker and family, Mike Ecker and family, The Rich Foundation, Tom and Spring Asher, Don and Beverly Chapman who endowed the Munchak Chair, and the Georgia Council on Developmental Disabilities who enabled us to get this endeavor started. Their generous support is helping to change the lives of Georgia Tech students and their families by providing more accessible education and promoting the future of a more inclusive world. More information about the program can be found at [www.ipa.gatech.edu](http://www.ipa.gatech.edu).

**MBA Leadership Development**

With the leadership of Dean Maryam Alavi, The MBA curriculum was revised this past year to include a required leadership development component. With input from Career Services, recruiters, students and faculty a working competency model for leading self, leading others, and leading innovation has been developed. We look forward to launching this curriculum and having colleague Gregory Marr join us in his leadership coach role.

**VI. A Look at the Year Ahead – 2015-16**

With significant progress made on our current portfolio of programs, we at the ILE look forward to another year of purposeful growth. We particularly look forward to programmatic expansion of the Inclusive Postsecondary Academy, EXCEL, and synergy with the Scheller College of Business Strategic Plan through our involvement in the initiation of MBA Leadership Development @ Scheller.