



Bonner Program Handout

Campus Wide Integration and Structure

Staffing and Student Roles

Staffing Expectations

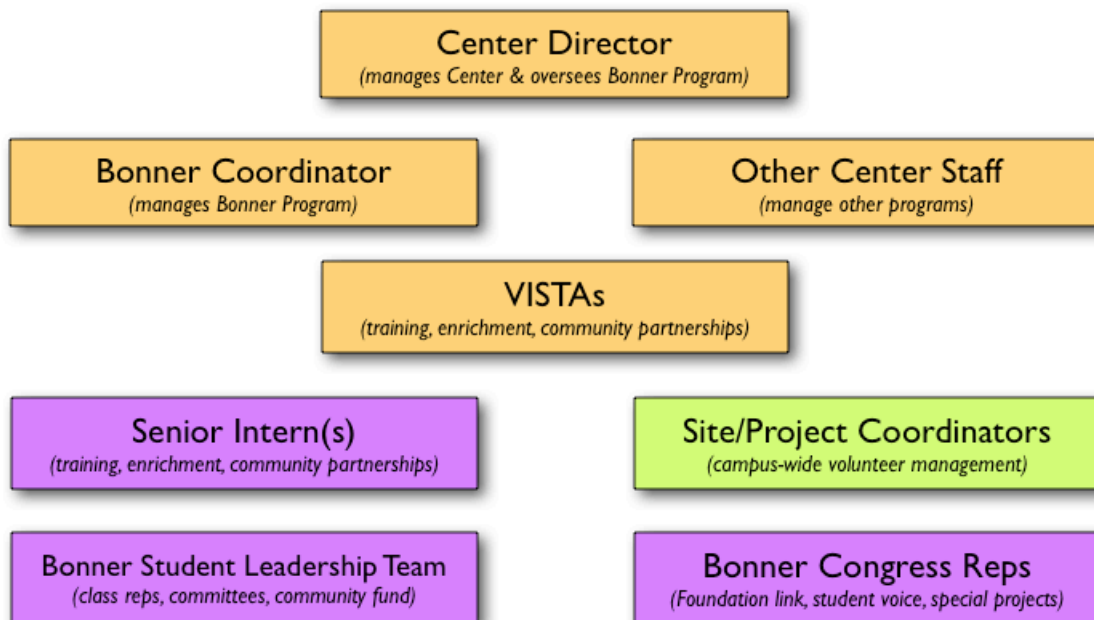
- Bonner Scholar Program: 40:1 FTE
- Bonner Leader Program: lead staff assigned to direct
- Bonner Director reports to Senior Administrator

Leverage available positions (e.g., VISTAs)

Student Roles:

- Senior Intern(s)—training, site liaison, administration
- Two Congress Representatives—student voice & leadership
- Student Leadership Team & committee structure—class meetings, projects, community fund
- Bonner student liaison with campus-wide student leadership structure

Sample Structure



Where to House Bonner

- **Governance** (*best department or division*)
 - Student affairs vs. academic affairs
 - Other innovative options
- **Access to resources**
- **Visibility and location**
 - Access to students
 - Access to faculty
 - Culture of service
- **Institutional respect and future promise**

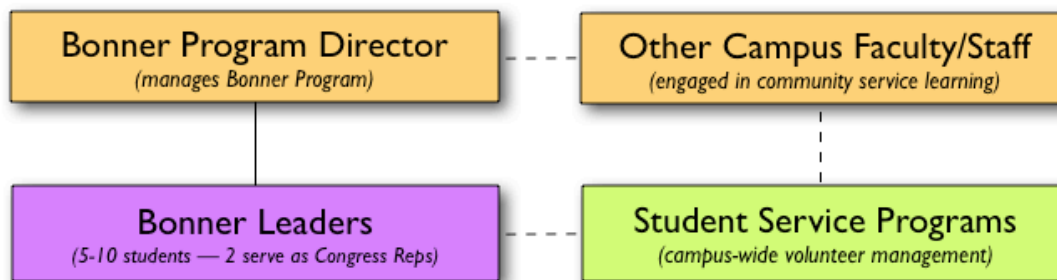
Other Governance Considerations

Type	Strengths	Concerns	Other
Student Affairs	Fit with broader departmental mission; student-led programs; can reach larger scale	Fails to become integrated at the institution's core; lack of curricular change; co-curricular devaluation	Many campuses have started from this vantage point
Academic Affairs	May build around the capacities of faculty & students and, with care, meet more complex community desires	Service can be episodic if only tied to courses; lack of student voice and leadership; staff driven	Having program under Academic Affairs does not guarantee curricular change
Student & Academic Affairs <i>(separate but coordinated)</i>	Campus can provide a broader range of student & faculty involvement and types of civic engagement	Lack of coordination can lead to frustration; students often left to navigate options on their own	This strategy may be equally effective; it largely depends on the leadership & resources
Integrated Center <i>('hub' where curricular & co-curricular are combined)</i>	Leverages resources from & change within curricular and co-curricular; high potential for campus-wide institutionalization	Coordination and decision-making may involve more time & people	

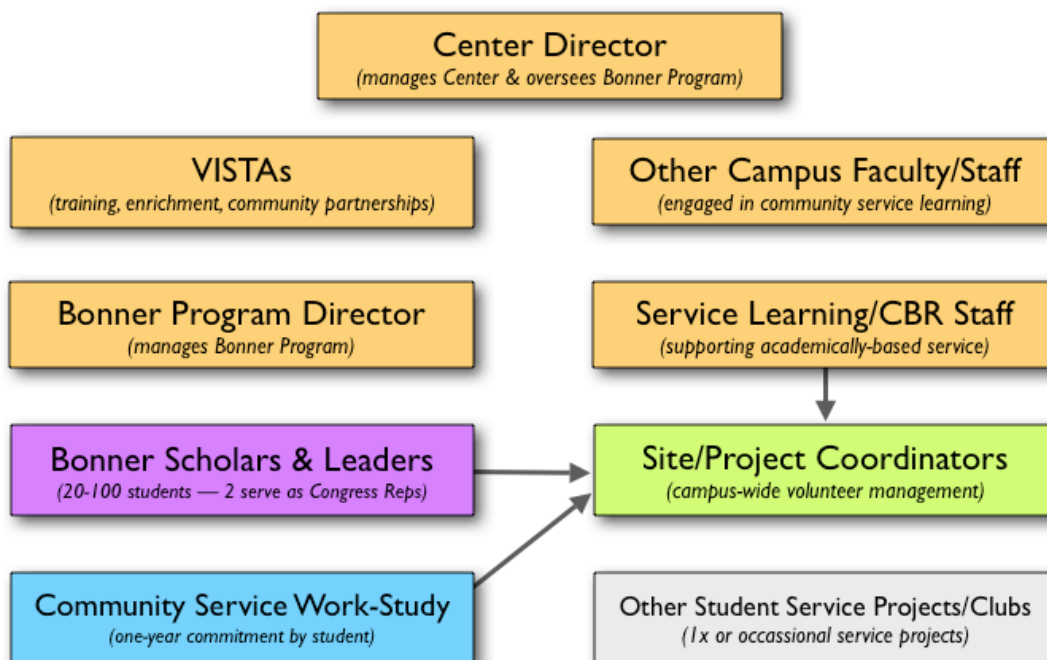
Staffing Models

Start Up Model — Limited Staff

- Bonner Program Director may wear multiple hats
- Begin with 5-10 students
- Progressively add more student each year (by class)
- Link to campus-wide service programs from outset

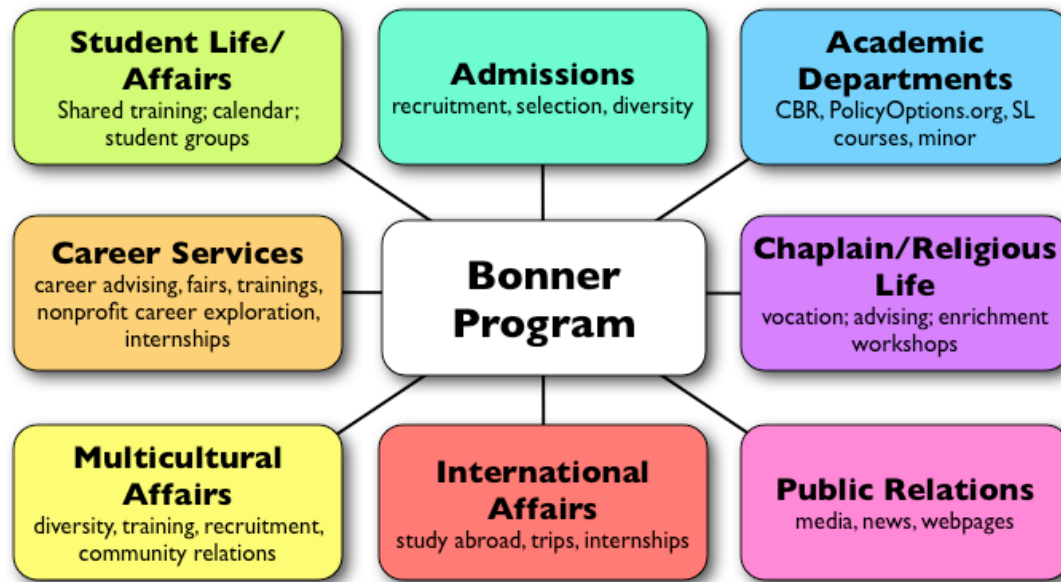


Staffing Model for Established Center



Collaborating Across Campus

The Bonner Program provides opportunities to collaborate across all departments on campus:



Key Levers for Institutional Support

It's helpful to think about what are some of the key aspects of institutional support. Experience has shown that the following levers can be important:

- Bonner Director and Bonner Program should have access to senior leadership; this can mean reporting to a senior staff member, being a part of leadership committees, and so on
- There should be financial support for students to engage in service; examples include Federal Work Study, scholarship funds, and AmeriCorps.
- There should be visibility for service and civic engagement work in online and written communications (from recruiting to alumni news)
- Strong levels of faculty involvement are key; activities include academic links, curriculum reform, strategic visioning, and program involvement
- Service & civic engagement should have a central place in defining mission, strategic plans, and budget priorities for the institution

What You Can Do to Enhance Infrastructure

- Strategically build your staff—starting with students
- Creatively consider new programs—from more Federal Work Study placements to partnering with national organizations
- Integrate, integrate, integrate
- Communicate frequently, positively, and strategically with those above you—manage up
- Build a core constituency or a working committee of key stakeholders to plan next stages

Self-Assessment Tool Indicators

- **Collaboration Across Campus:** consistent collaboration between the Bonner Program and other entities on campus, including student life/affairs, academic affairs, career services, financial aid, development, the President's office, and other major departments
- **Campus-wide Student Participation and Voice:** student participation in service and civic engagement campus-wide; dynamic culture of service permeates the campus and students' academic and co-curricular work; student voice is present in many levels
- **Awards and Recognition:** institution clearly recognizes contributions and achievements of students and community members involved in service
- **Public Relations and Visibility:** college/university has strong public relations presence in which community service and civic engagement is visible; civic engagement center and Bonner Program easily found on website; coverage in major publications
- **Institutional Recognition:** community service and civic engagement are central and defining features of the institution's approach to providing a developmental and educational experience for students and for fulfilling its broader mission

Other Resources to Utilize

Outside Organizations

- **Campus Compact** (www.compact.org)
- Rubrics on institutionalization, such as Barbara Holland's work
- American Association of Colleges & Universities (AACU) (www.aacu.org)
- Corporation for National Service—AmeriCorps, Learn & Service, VISTA, Senior Corps (www.cncs.org)