**Case 2. The Non-Cooperation Clause (Overcommitted Student Leaders)**

LaShawn and Ray are two high-achieving mem-bers of your organization. They both do very well aca-demically and take pride in that fact. In addition to being part of your group, LaShawn is the vice-chair of the student programming board and a reporter for the campus paper. Ray is on the lacrosse team, has a work-study job in the communications department and is also an officer of the campus sustainability committee.

As a result of all their involvements, they often ask fellow group members to cover certain events for them. You haven’t minded doing this every now and again, yet it struck you the other day that this rela-tionship isn’t very reciprocal. You had been eating lunch with Ray and LaShawn when you asked them to switch a shift with you so that you could go home for your nephew’s first birthday party. LaShawn answered, “There’s no way—I’m so swamped with everything and don’t have that kind of flexibility.” And Ray said with a laugh, “Why don’t you ask some of the other members who don’t have that much of a life?”

This leaves you in a tough spot, as you’d really like to go home for your nephew’s birthday but you’re also concerned about asking a few other group members who you’ve tapped into for behaviors before. You’ve never asked Ray or LaShawn for a favor before, because you always view them as “too busy,” yet you thought this one time they might come through for you.

LaShawn and Ray’s attitudes toward fellow group members—and to you as someone who has done them favors before—really don’t sit right with you. After all, you are busy with the group, you have a job at the campus daycare center and you serve on sever-al campus committees yourself! It feels like they’re being a bit elitist and selfish when it comes to sharing time and cooperating with fellow student leaders. That doesn’t sit right with the team expectations you all agreed to in the beginning of the year.

You’d like to say something, yet you’re not sure it’s worth rocking the boat and you wonder if you’re being over-sensitive. Where do you go from here?

**Discussion Question:**

What are your thoughts on student leaders having multiple involvements? Why is that?