Fall Retreat 2011

October 21, 2011
Agenda

8:00-9:00 - Breakfast & Conversation
9:00-9:10 - Dean’s Overview
9:10-10:40 - Strategic Planning
10:40-10:55 - Break
10:55-11:15 - Culture of Engagement - Drs. Lessow-Hurley & Strage
11:15-12:10 - Discussion re: Engagement
12:10-12:40 - Lunch & Bylaw Change
12:40-12:45 - Complete ballot - Closing Remarks
12:45 - 1 p.m. - CFA Updates
At 9 a.m., please meet with your department colleagues
Department’s Future Plans

• Describe your department’s future plans in terms of
  • Programs
  • Enrollment
  • Revenue generation
  • Faculty
Speed Review - 5 Contacts

• Meet with a colleague from another department
• Review department’s key ideas regarding future plans
• 2 minutes - then switch
• Discuss findings from “Speed Dating” Review

• Look for similarities or common themes/threads across departments

• List common themes on huddleboards
BREAK - 15 min.
Creating a Culture of Engagement, Continued
Our process:

- Led Fall Forum discussion
  - Asked participants to reflect, in writing, about factors that encourage or inhibit their “engagement”

- Facilitated follow-up session
  - Circulated readings
    - A white paper by JLH and AS
  - Homed in on conditions that promote engagement
Faculty perspectives on service:

- Characteristics of occasions where you HAVE “engaged”
  - Learning opportunity
  - Advance social justice
  - Impact on an issue of personal significance
  - Build collegiality
  - Improve students’ experience

- Characteristics where you have opted to NOT “engage”
  - Time constraints
  - No likely impact (purpose, product)
  - Politics/outcome predetermined
  - Waste of time/inefficient use of time
Themes from the follow-up session:

- **Relationships and affirmation**
  - Must establish a foundation of caring and feeling cared about

- **Alignment of commitment to service with RTP priorities**
  - Teaching and research are still the coin of the realm

- **Role of leadership**
  - Modeling engagement; mentoring junior faculty; identifying organizational structures to encourage these processes

- **Facilitating communication about opportunities for engagement**
  - Spaces for formal and informal collegial conversations;
  - More effective mechanisms for sharing relevant information
Next steps: Sign up for a follow-up conversation

“Not everything that can be counted counts, and not everything that counts can be counted” (Albert Einstein)

- As a follow-up, we will:
  
  Think about service, engagement and RTP in the COE;
  
  Consider how to integrate in-reach and outreach into our professional portfolios;
  
  Look at resources from other institutions to inform our work;
  
  Develop approaches to document the significance of our work.
Making service meaningful:

My object in living is to unite
My avocation and my vocation
As my two eyes make one in sight.

(Two Tramps in Mud Time
~ Robert Frost)

Find a partner or two, and talk about something you are doing that you are passionate about
College Policy Discussion
• Change in Bylaws for Standing Committees

• Ad Hoc College Policy Committee