

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.

Judith Lessow-Hurley and Amy Strage
SJSU College of Education Retreat
October 21, 2011

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
 - Colbeck, C. L. & Wharton-Michael, P. (2006). Individual and organizational influences on faculty members’ engagement in public scholarship. *New Directions for Teaching and Learning*, 105, 17-26.
 - Fear, F. A. & Sandmann, L. R. (1995). Unpacking the service category: Reconceptualizing university outreach for the 21st century. *Continuing Higher Education Review*, 59(3), 110-122.
 - 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