

(IE) ² Steering Committee Meeting

9/10/2019


3:00 – 4:50 pm

Catching Up:

- Welcome Day event was a great success that helped students get connected
- Several faculty and staff stopped by and saw students engaged with each other as well as other groups on campus

Appreciative Inquiry Activity:

- What do we know about appreciative inquiry?
 - Listening to hear
 - Looking into something
 - Taking the concepts of positive psychology
 - Opportunity to build relationships and inquire about what our own thoughts are
- We as (IE) ² want to foster a space like this; listening to different viewpoints and coming together
- **Activity Report Out (Part One)**

 Your Name (Optional): _____
Appreciative Inquiry: Side A / Part 1
Name of group/taskforce/committee: _____
Three things that made it successful/best/productive:

- CASL Committee – Core group of leads met every week to develop a strong relationship to be aligned during meetings; everyone was engaged in solving problems, collaborating; multiple types of people coming (faculty, staff, students); yearly review of things that have been accomplished
 - Catherine’s LEAP Groups – Leader of project allowed everyone to lead in their own way and come up with their own “thing”; everyone’s strengths were recognized; good working relationships
 - Grants Committee – Everyone has a common sense of purpose; troubleshooting happens together, it’s not hierarchical
 - Notifications Committee (from (IE) ²) – Work clearly identified in the beginning and was divided equally; equal input and everyone valued; there was a clear deadline and it was met
 - Increasing Career Exploration (from (IE) ²) – Ideas actually came to fruition; everyone came away with a task to do and everything got done with targeted tasks
 - AB705 Faculty Inquiry Group – Members on the committee work well together (really fluid relationships to create a common goal); efficiency; lots of small wins along the way; it’s nice to win as a team
- **Activity Responses (Part One)**

- *Name of Group: Equity-Minded Practitioners*
 - Engaged. Shared vision
 - Productive mtg. – have an outcome
 - Active listening, dialogue – respect for colleagues. Ideas, student voices heard
 - Review accomplishments, set goals
 - Action-oriented: tasks, deadlines, divide then conquer
- *Name of Group: LEAP Equity Group*
 - Clear objective
 - Deadline
 - Passion and energy of members. The objective was a plan.
- *Name of Group: LEAP (both times)*
 - Leaders of the workgroup allowed or provided a space for team members to lead; individual expertise was promoted
 - Leaders of the workgroup promoted creativity
 - Enjoyed my group
- *Name of Group: LEAP*
 - People worked according to their strengths
 - All group members contributed
 - People worked together with an open mind
- *Name of Group: Grants*
 - Common sense of purpose
 - Troubleshoot together
 - Plan for successful implementation
- *Name of Group: Notification Committee*
 - Work was clearly identified.
 - Work was divided, productive discussion took place.
 - We sent a deadline and the deadline was met.
- **Activity Report Out (Part Two)**



Your Name (Optional): _____

Appreciative Inquiry Side B / Part 2

Name of best group/taskforce/committee: _____

Three things that would have made it better, or will make it better:

- Make committee meetings more engaging so that the report out practically applies to the people in the room (report out becomes a function/discussion and not just a "book report")
- Group collaboration in creating solutions (as a leader, you shouldn't give solutions); divide work amongst people fairly without having all of the work fall on one person
- Listen to diverse, rich insight; try and have everyone engage; vulnerability is okay and a part of leadership

- Task forces > committees because there's a timeline already that will need to be met; give people a sense of urgency (timelines so that we see what we actually want/need out of the committee); shifting and moving so that there's one larger committee instead of four or five mini committees so that the work is done more effectively
- **Activity Responses (Part Two) – group names not given**
 - *Response 1:*
 - Genuine listening and responding, not patronizing
 - Vulnerability
 - More engaging – clear vision of committee
 - Ask for solutions, set goals
 - Garnering input/collaborate vision
 - Respect for all included in the committee for their expertise – how their position practically works
 - Taskforce better than committee
 - *Response 2:*
 - Closing the loop, status updates
 - State goal of the meeting, what is needed to be accomplished
 - *Response 3:*
 - Clear direction/purview
 - Agency
 - Harnessing of skills within the committee members
 - *Response 4:*
 - Listen to diverse, rich input
 - Help individuals flourish, shape their strengths
 - Leaders can/should be vulnerable -> won't be seen as weak
 - *Response 5:*
 - Members could contribute equally
 - All members could show up to every meeting
 - *Response 6:*
 - Turn to an email
 - Make shorter/be more (?)
 - Ask for (?)
 - *Response 7:*
 - Initiate goal setting deadlines to check if completions and celebrate those accomplishments
 - Divide work up to accomplish goal. Too much on one person
- **Activity Takeaways:**
 - Value who's in the room and recognizing all of their contributions and abilities
 - Having fun is a large part of being engaged
 - Authenticity and being genuine
 - Action-oriented
 - Clearly-defined goals and knowing where you're headed
 - Being a part of shaping the goals

- If the work is meaningful, there's a greater sense of satisfaction (and everybody understands the why)

Building Our Foundation/Goals

- Answers to the following questions to set the norms for the meetings and guide the development of committee goals:
 - How do we want to structure the meetings this year?
 - How are we giving access, engagement, and success to our employees?
 - How is Canyons Completes aligned with the College's new Strategic Plan? Are there additional efforts we need to consider?
- *Question 1:*
 - Time-limited task force
 - Focus on activities
 - What is fundamentally different for the student experience? Intimacy
 - Delegate: rules and responsibilities
 - Expectation: Tedx-Talk
 - Less lecture, more action-based. Smaller sessions, but more powerful. The goals will help form the right structure. **Challenge people**
 - Going over agenda and then group inquiry
 - Less talking to
 - Still feels like a silo
 - More work
 - Allow diverse input
 - No hierarchy
 - Ask questions on agenda instead of items
 - Learning from one another – no titles – what they do for students
 - Identifying resources for students that we need. /revamp.
 - Being part of agenda – call for items
 - Noncredit @ CE programs – surrounding for students who are unsure of their career
- *Question 2: (noted that the preferred phrasing of the question would be how **can** we give access... instead of using **are**)*
 - Have a problem to solve where everyone has an equal opportunity/Have an agenda item that is open.
 - Try bringing in all bargaining groups/units
 - Effective communication to different stakeholders
 - Know your audience
 - Allow input and accept it genuinely (we need to do this)
 - Find ways to engage adjunct faculty
 - Rotate leadership of work groups
 - Continuously ask for feedback in all aspects ((IE) ² and workgroups)
 - Suite pf classes -> career. More to employment
 - FA-run out. Decision-inform. Meeting.
 - Identify tr(?) for fac./staff/admin.
- *Question 3:*
 - Need to read/go over new strategic plan first

- Not sure
- College etiquette series – expectations in college
- Activity Takeaways:
 - Question 1:
 - "I would feel more engaged if the agenda were interesting"
 - Ask questions in the agenda in order to engage people for the meeting and participate (show them their voice does matter)
 - How can we incentivize students to come to (IE)2 meetings so that they come and then are involved in a way that isn't just *food*
 - A unit to transfer, etc...
 - How can we incentivize students who aren't already necessarily engaged (not in ASG etc...)
 - What about the students that we interact with on a regular basis?
 - We should deconstruct roles so that we're not just our titles and so that we can work together
 - Question 2:
 - It should be reworded from "are" to "can"