

CULTIVATING & STEWARDING FACULTY ENGAGEMENT IN LEARNING COMMUNITIES

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University

Learning Communities Association Webinar

OVERVIEW

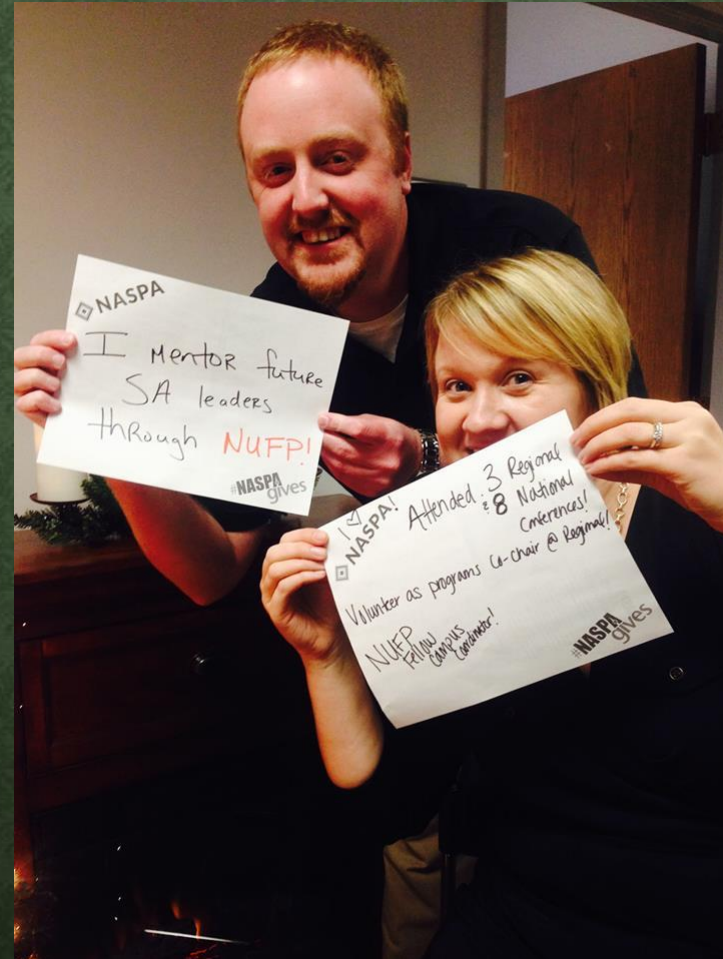
- Introductions & Learning Outcomes
- Learning Communities as a Retention & Faculty Engagement Tool
- Gaining Faculty Buy-In
- Sustaining Faculty Buy-In
- Parting Ideas/What We Wish We Had Known
- Closing and Q&A

LEARNING OUTCOMES

As a result of attending this webinar, participants will:

- Describe how learning communities influence student-faculty engagement.
- Identify the role of their campus climate in cultivating & stewarding faculty engagement in their learning community program.
- Assess the campus readiness of their learning community program and stakeholders to infuse a new strategy to cultivate and steward faculty engagement more intentionally.

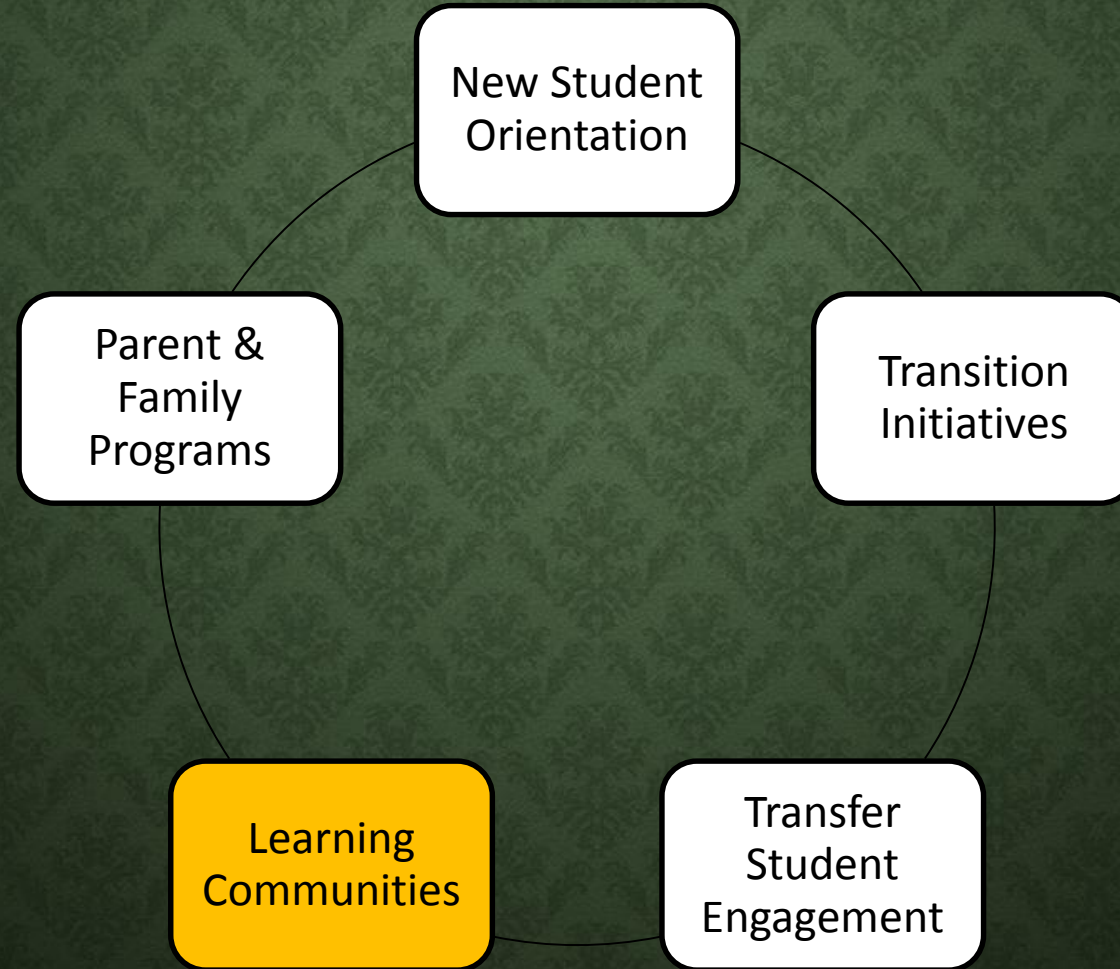
INTRODUCTIONS





FORT HAYS STATE UNIVERSITY
OFFICE OF TRANSITION
AND STUDENT CONDUCT

Forward thinking. World ready.





FORT HAYS STATE UNIVERSITY

OFFICE OF TRANSITION
AND STUDENT CONDUCT

Forward thinking. World ready.

Artful Minds

Athletes Today,
Leaders
Tomorrow

Career Ready
Tigers

Everybody's
Business

Feed the Future:
Agriculture

Go Global!

Heart & Mind:
Philosophy & the
Arts

Help Starts Here

Imaging with
Tiger Pride

L3: Live. Learn.
Lead.

Let's Talk

Nightingale
Power

Opportunity
Through
Education

Outdoor
Adventure &
Wide World of
Sports

Students Without
Borders

Tiger Traditions

Transfer
Network

White Coat
Professionals

Zeneration One



FORT HAYS STATE UNIVERSITY

OFFICE OF TRANSITION
AND STUDENT CONDUCT

Forward thinking. World ready.

Earth Rise!

Global Justice

**PIs: Psych
Investigators**

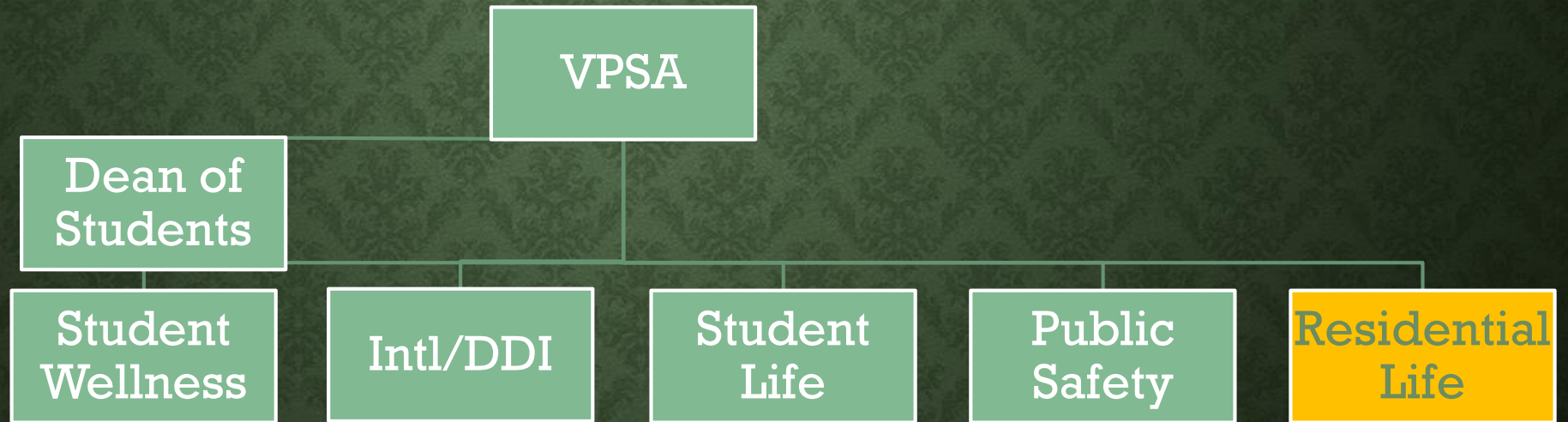
**Ideas Change
the World**

**The Galen
Initiative**

**BeFit: BeneFit
from Wellness**



ARKANSAS TECH
UNIVERSITY





ARKANSAS TECH
UNIVERSITY

Living Learning Communities (LLCs)

Agriculture

Civic Engagement

Engineering

La Casa

Mary B. Gunter Leadership

Resorts & Recreation

University Honors

LEARNING COMMUNITIES AS A RETENTION & STUDENT-FACULTY ENGAGEMENT TOOL

- LCs – earliest beginnings to social clubs in England & colonial colleges (Brower & Kurotsuchi Inkelas, 2010)
- Provide a seamless academic & social transition support for students from high school to college
- Persistence & retention benefits of participation
- Academic engagement benefits of participation
- Multicultural & civic engagement benefits of participation

LEARNING COMMUNITIES AS A RETENTION & STUDENT-FACULTY ENGAGEMENT TOOL

- “Student-faculty interactions that extend beyond the classroom have significant effects on a host of student outcomes including academic achievement, personal and intellectual development, persistence, and degree attainment” (Ellett & Schmidt, 2011, p. 28)
- Authentic engagement between students & LC faculty members
- Supportive, nurturing relationships in a mentor-like environment

So, we know that faculty engagement is key, but how do we **CULTIVATE** and **STEWARD** this on our campuses and in our programs?

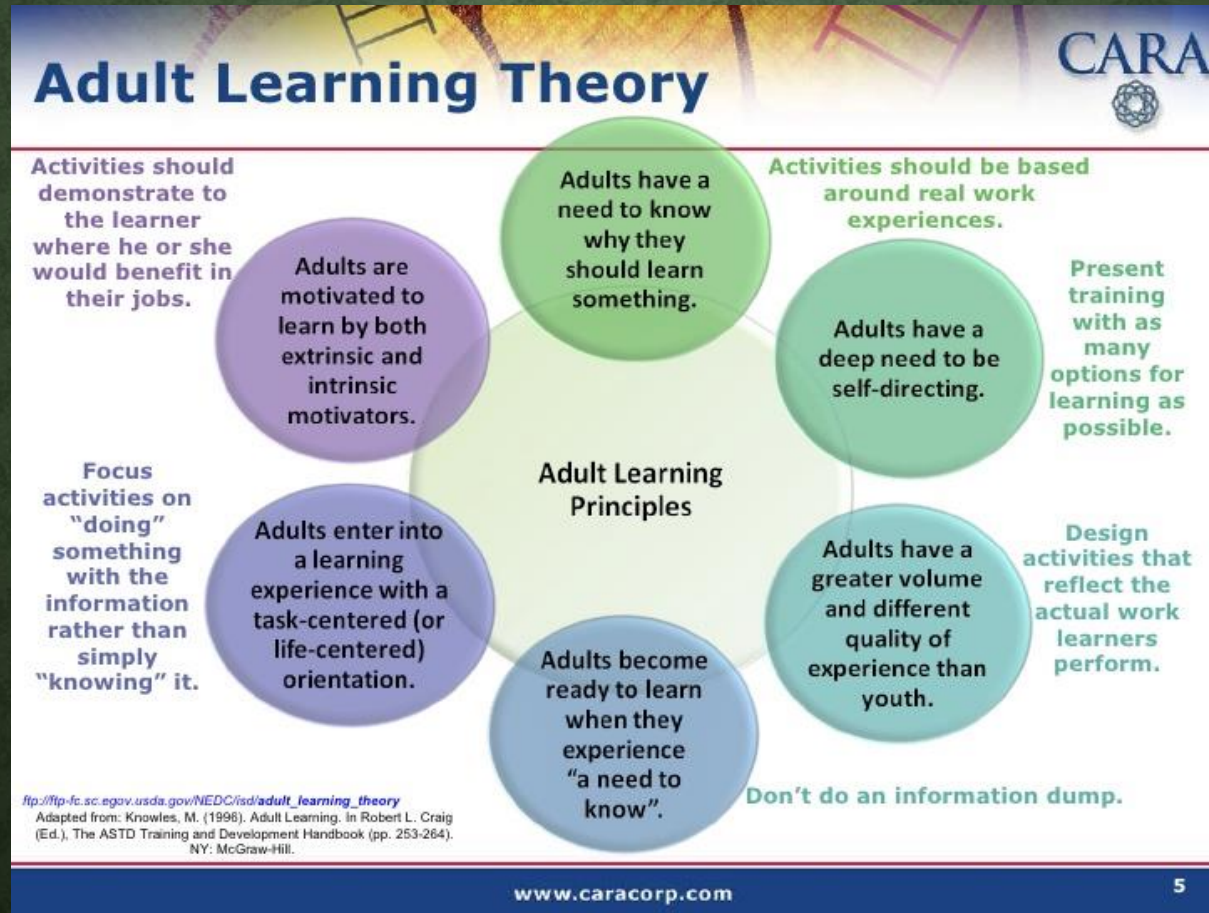
CULTIVATING FACULTY ENGAGEMENT LET'S GET STARTED: CAMPUS CLIMATE

- **Artifacts**
 - How do you know what has been tried in the past in terms of LLC?
 - Gather everything written about retention and LLC on your campus
 - Read faculty senate meeting minutes to understand what is important to faculty
- **Basic Assumptions and Beliefs**
 - What do faculty see as important on campus?
 - Review the faculty senate meeting minutes, which will give you insight
- **Rituals**
 - How do you communicate meaning in LLC?

CULTIVATING FACULTY ENGAGEMENT MEET FACULTY

A SIMPLE HELLO
COULD LEAD TO
A MILLION THINGS.

CULTIVATING FACULTY ENGAGEMENT RESEARCH



CULTIVATING FACULTY ENGAGEMENT BUILDING RELATIONSHIPS



STEWARDED FACULTY ENGAGEMENT

- Communication strategies
- Closing the loop – sharing data & results
- Recognition
- Engage in collaborative research projects
- Use similar language
- Genuine partnerships & receptive to ideas

STEWARDED FACULTY ENGAGEMENT

Collaborators come in all different shapes and sizes. We've identified the top nine types of collaborators that typically exist within an organization. Ranging from early adopters to social butterflies to the begrudging skeptics, we're sure you'll recognize more than a couple of the characters below.

The 9 Types of Collaborators

The Ringleader

The Ringleader is anything but a behind-the-scenes person. The Ringleader is a big-idea person who helps other team members arrive at "aha" moments. Ringleaders begin a lot of discussions, bookmark interesting content and add thought-provoking comments to discussions and files. Their creative energy seeps into and influences team members across all the departments.



The Stealth Ninja

A covert collaborator, the Stealth Ninja is the one who lurks, quietly moving from workspace to workspace viewing other people's work that piques their interest. Stealth Ninjas are usually the first to view a file, even if they're not a part of the team. They usually abstain from commenting unless absolutely necessary with the only evidence of their presence an entry on the audit log.



The Executive

The Executive is usually a decision-maker in your company or department who has limited time, yet wants or needs to be involved at a high level. Speed, efficiency and convenience are of utmost importance to The Executive, who prefers to communicate feedback and final decisions via email rather than logging into a system. When The Executive does log in, the purpose is usually to take in the status of various projects as opposed to actively engaging or working on a project at a detail level.



The Expert

The Expert is the go-to person for questions about collaboration technology and best practices in your organization. The Expert looks beyond the normal file-sharing and project management capabilities of a collaboration solution and finds interesting and innovative ways to automate his or her work by leveraging sophisticated workflows, databases and other advanced features. Borderline geek. Experts are always experimenting, sharing new hacks on the intranet, and custom coding to create the coolest-looking workspaces on the block. Oh, and they usually have the most interesting desk toys and gadgets.



The Socialite

This type of collaborator was born to be social. Socialites are storytellers and connectors. Sharing project details and updates comes as second nature to Socialites because they are more than used to sharing on a regular basis via Facebook, Twitter, Google+, MySpace, LinkedIn, Tumblr ... you get the point. The Socialite always has a newly updated status, helps carry on conversations and encourages others to engage. Socialites are great for easing those who are less accustomed to open communication into being more social.



The Siloist

The Siloist enjoys working alone and is reluctant to share only because he or she is not used to it. Siloists tend to be a bit absent from the workspaces they're part of and like to do most work offline. Siloists are actually most at risk of losing files and work because they prefer not to save and backup regularly to the cloud - and they are also always the last to realize, if ever at all, that the intranet is down.



The Skeptic

The Skeptic is a somewhat vocal opponent to collaboration. Skeptics can often be detractors because they decentralize knowledge and communication when refusing to use the collaboration workspace. There is hope for Skeptics, though, as they can ultimately be won over if convinced that the WIIFM (What is in it for me?) quotient is high enough.



The Dinosaur

The Dinosaur is not the most tech-savvy person in the organization. A creature of habit and uncomfortable with new ways of doing things, The Dinosaur tends to stick to traditional methods of work. While The Expert might equate managing projects by email to banging two rocks together to create fire, The Dinosaur prefers to be cloaked in this sanctuary of status quo. The Dinosaur does not embrace a new tool without some encouragement, so it is extremely important that the collaboration solution be simple and intuitive.



The Taskmaster

Taskmasters may err on the OCD side or simply be organized to an extreme. No detail is too small, no action item goes unassigned and no audit log unread. The Taskmaster is operationally focused, using collaboration tools fully to execute on project plans. The Taskmaster is the one you can expect will follow up with a task list of action items five minutes after your call ends (and you're grateful for it!).



PARTING THOUGHTS

WHAT WE WISH WE KNEW BACK WHEN

- Cultivation is an intentional process...
- And so is Stewardship!
- Understand a faculty member, department, or academic college's motivating factor to want to engage in the LC program.
- Developing a collaborative context is 3-step process:
 - Build commitment with a faculty member, department, or academic college.
 - Commit.
 - Sustain commitment.
- Never underestimate the power of relationship-building – through informal and formal experiences.

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