Building Engagement in Assessing and Improving Learning--Report Out--Academy Roundtable June 2008

FACULTY--What engages?
♦ Purposeful, intentional involvement, relevant
♦ Mutual respect w/in group
♦ Explanation of "why"
♦ Something that's new, a challenge, different
♦ See the fruition of what we've done, feedback loop, change happens, something happens
♦ When we sense we're making a difference--not just busy work
♦ Passion--when passionate about the work
♦ When students tell us something is important to them
♦ Appeal to ego--rewards, thanks, example, credit, money
♦ Ideas originate within
♦ When it's fun--and it adds to the workplace ambiance, esprit--an identity of "it's great to work here, we like each other, we're committed to each other"
♦ When students are excited about learning
♦ When it's talked about in the halls--interesting enough to talk about in the halls
♦ When it's spread around...versus the same people doing it all
♦ When it improves teaching
♦ When I learn a new skill--programs, technology, my growth

What doesn't?
♦ Boring, no purpose, busy work
♦ Top down
♦ When work goes into a big black hole, no feedback, follow through
♦ Ambiguous--don't know what to do
♦ When somebody brings a guitar
♦ When you don't have time
♦ When it's an add-on
♦ When it's compliance and you don't have a voice
♦ When you know it's never really going to be done

ADMINISTRATORS--What engages?
♦ When involves reputation & well-being of the institution or the administrator
♦ When it's innovative and free
♦ When it gets the faculty excited
♦ When it brings in students
♦ When it fits the mission
♦ When it's big picture
♦ When it meets Board/accreditors/other external group needs
♦ Same things that engage faculty
♦ Low-risk, high-challenge, low-threat environment

What doesn't?
♦ Complaining
♦ When it takes money
♦ When time is spent to create a program--and then it gets undone (stop/start)
♦ Same things that disengage faculty
♦ Endless meetings
♦ Getting blamed
♦ No recognition when things get done--or go right
♦ High-risk, threatening, fear-ridden environments

STRATEGIES FOR ACTION PORTFOLIO WORK
♦ Provide compensation, recognition
♦ Need to be flexible and inviting in our discussions (conversation strategies)

- Individuals who are the missionaries, cheerleaders, ambassadors to meet with people one-on-one--go out to the people
- Regular feedback of results and follow-through
- Aroma therapy--set the environment