



FOSTERING INNOVATION: CREATING AN INSTITUTIONAL CULTURE OF INNOVATION

Thursday, January 21, 2016
4:00 - 5:30 p.m., RC D Room

Dr. John Stankas, ASCCC Facilitator
Dr. James Todd, Modesto Junior College
Dr. Rebecca Warren-Marlatt, Crafton Hills College



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Stasis vs. change

Why is stasis so easy? Why is change so hard?



Why Change?

Change is legislatively compelled
Change is incentivized: funds are attached
Change is in the best interest of communities
Change is in the best interest of students



OPEN DIALOGUE

A row of black silhouettes representing a diverse group of people, including men, women, and children of various ages and heights.

Brainstorm everything
Value cheerleaders
Value nay-sayers
Work for consensus
Share and build data



Build a community of learners: data



Get people to ask questions
Make sure there's data to answer the questions

Different way of sharing data, e.g.
Working with student focus groups
Leading from the Middle

Build a community of learners: fostering leadership throughout the institution

Use a team approach to professional development
Tie membership to specific deliverables
Provide support



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Community of learners:
Faculty reflection and
Professional development

FACULTY LEARNING
COMMUNITIES

Learning communities, allowing for
Faculty to set up their own professional
development
Faculty conversations in departments
Faculty can look at course-level data,
Faculty can solve problems together

Build a community of learners: faculty reflection and professional development



Faculty learning communities; allowing for stipends to set up their own professional development

Retreats: foster conversations in departments and let them look at course-level data.

Study problems together

Innovation
begins at the top
(Pick your boss carefully.)

"I want you to do stuff."

- Dr. Cheryl A. Marshall, President, CHC



Provide support
and get out of the way
Provide budget, clerical,
administrative support



Make think/do teams

Connect idea people with implementation people
Develop work teams with a range of talents and backgrounds



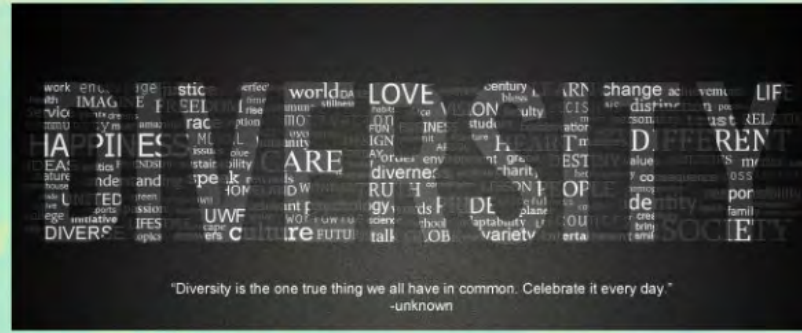
Foster Diversity



Embrace diverse identities
People from different backgrounds approach
problems with different viewpoints
Knowledge is additive



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Make it safe to take risks



TAKING THE RISK

Because, if you're not at least a little bit afraid,
it's probably not worth it

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Provide support and get out of the way

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Institutionalize Something Big



What can I do?

Write down an idea...
How would you approach it?



Have fun. Play.



Have fun. Play.



**Celebrate ideas as success
... and allow them to evolve**

Get people to generate ideas
Allow an idea to evolve as you try
implementation



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