SACNAS Broadening Participation Workshop

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BUFFALO STATE
The State University of New York

knowinnovation

What Works Workshop Agenda

- Welcome
- Overview of the Workshop and our Hopes & Fears
- Warming up
- Identifying What Works
- Strengthening Ideas and Creating Partnerships
- Sharing Stories with the wider community

Awards

Award Abstract #1447326

Broadening Participation in Environmental Biology-Exploring What Works

NSF Org:	**DEB** **Division Of Environmental Biology**
Initial Amendment Date:	August 18, 2014
Latest Amendment Date:	August 18, 2014
Award Number:	1447326
Award Instrument:	Standard Grant
Program Manager:	Douglas Levey DEB Division Of Environmental Biology BIO Direct For Biological Sciences

Hope and Fears

Picasso-in-a-bag

The Climate for Creativity

- Challenge
- Freedom
- Idea-Support
- Trust
- Dynamism

- Playfulness
- Debate
- Conflict *
- Risk Taking
- Idea Time

(Ekvall, 1995)

Me Sheets

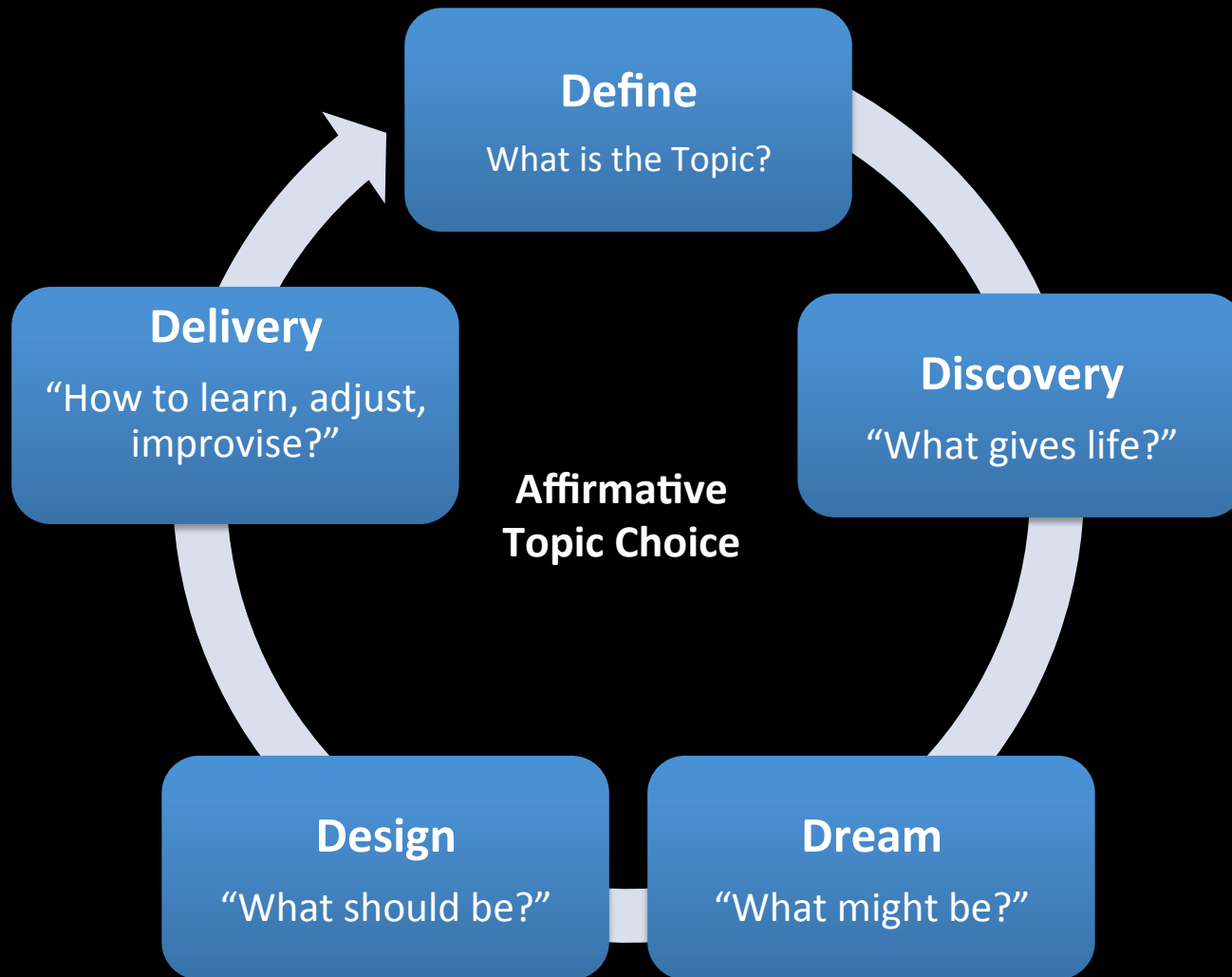Make a poster of all the things that represent you

Appreciative Inquiry

Appreciative Inquiry is the study of what works well

❖ Focuses organizations on their most positive qualities

❖ Leverages those qualities to enhance the organization

Cooperrider, D. L., Whitney, D., & Stavros, J. (2005). Appreciative Inquiry Handbook. Brunswick, OH: Crown Custom Publishing

Appreciative Inquiry Assumptions

1. In every society, organization, or group, something works
2. What we focus on becomes our reality (e.g., See, Do , Get)
3. The act of asking questions of an organization or group influences this group in some way
4. People have more confidence and comfort to journey to the future (The unknown) when they carry forward parts of the past (The known)
5. If we carry parts of the past forward, they should be what is best about the past
6. The language we use creates our reality

Hammond, A.   (1996). Appreciative Inquiry: The Thin Book. Plano, Texas: Kodiak Consulting.

Appreciative Inquiry: The 5-D Cycle

Define — What is the Topic?

Discovery — "What gives life?"

Dream — "What might be?"

Design — "What should be?"

Delivery — "How to learn, adjust, improvise?"

Affirmative Topic Choice

Cooperrider, D. L., Whitney, D., & Stavros, J. (2005). Appreciative Inquiry Handbook. Brunswick, OH: Crown Custom Publishing

4 Foundational Questions

DISCOVERY

Q1:   Peak experience or high point?

Q2:   Things valued most about…
- Yourself?
- The nature of your work?
- Your organization?

Q3:   What are the core factors that give "life" to organizing (or to your organization)?

Q4:   What are the three wishes to heighten vitality and health?

Cooperrider, D. L., Whitney, D., & Stavros, J. (2005). Appreciative Inquiry Handbook. Brunswick, OH: Crown Custom Publishing

Interview Questions

Think of a time, that made you most proud, when a student pursued a STEM field because of you, your group, or your institute.

"Reflect on: "root causes of success" What were they?

What did you actually do?
What environment existed that led to the high points?
Why was it important/significant/surprising?

Identifying What Works

1. Find partner and interview partner using AI questions (12 minutes each)
2. Draw your stories based on these questions
3. Draft story based on these drawings
4. In small groups, take 3-4 minutes each to share the essence of your story
5. In small groups, find commonalities among the stories
6. Identify an Ideal State
7. Share Ideal State

Strengthening Ideas

1. Sticky Step Planning
2. What will it take to achieve our goals?
3. Present plans to the whole group
4. POINt tool to improve plan
5. What Works website
6. How to grow this movement?

DESIGN and DELIVERY

PPCo

1. Plusses
- Strengths, Good Points, Positives, Pluses

2. Potentials
- Future Spin-offs, Possibilities, Novel Aspects
- What if thinking

3. Concerns
- Weaknesses, Trouble Spots, Minuses
- Phrased in "How to...", "How might…"What might…" statements
- What if thinking

4. overcome concerns through new thinking
- Prioritize concerns
- Generate Ideas to Overcome Main Concerns

(Miller, Vehar & Firestien, 2001)