Notes Faculty Retreat 09.17.19

Attendance: Doreen, Anna, Dhara, Puanani, Yochiro, Meghan, Mike, Eric, Cheryl, Amy, Lucky, Cali, and Larry for an hour

Goal is to talk about where the MPA Program is going. Introductions.

Amy-Article for publication, attended conference about community learning in the salish sea region, Dissertation committee with univ of Florida, volunteering with program that seeks to end youth homelessness by 2020.

Puanani-working on making Tacoma cohort comfortable and successful and recruiting for TG while getting ready for Tacoma Orientation this weekend

Doreen-Looking forward to beginning teaching the Tacoma cohort that she created, teaching online course

Anna-500 women at ICSWE conference, made stickers, MPA branding is matching Evergreen’s, great working with Marketing and Advancement, Olympia orientation

Lucky-paper he’s been working on for 2 years came back as conditionally accepted, teaching online class,

Eric-taught at summer institute, coediting a handbook that will release this fall, Michigan Economic Association project

Cali-Taught summer class, reading about pedagogy, feminist methods for quantitative info, taught at the summer institute, will be featured as a public speaker at Lord Mansion this Fall

Cheryl-doing applied research, principle consultant for Athena group, won contract with City of Olympia, WA city cluster project, nominated to join the ………board

Meghan-taught Public Administration and film this summer, paper under review with a co-author, speaking at UW in young scholar’s series, attended summer institute, and taught gender bias and Title IX in summer institute, interviewing for the Board of Safeplace

Mike-working on several essays

**Mediation:**

Mike-what he’s heard is that the need for mediation arises from frustration with general communication, curriculum change discussions could be improved; faculty and staff communication; whether there’s an issue we need to address and if so, what that is; we would like some sessions about the process of curriculum development and also some on communication; they can likely accommodate our request for group facilitation about helping us design a productive process; there’s some slowness to this curriculum development process, and history of miscommunication about roles, staff and faculty could use more integration; would be great to have a 3rd party manage this conversation since I’m new to the process; we would like to try this and we would like a summary on their intake process

Cali-transparent communication; doesn’t want to wait until the spring because she’d like to develop the curriculum asap and she would like an external source to help that process move more quickly and efficiently towards that goal; hours and CBA are more of concern-teaching loads; would like the meetings to be next steps in curriculum development

Cheryl-we were hoping that they would give us a summary; they have done a lot of intake and it would be a shame for us to not get that summary especially about how we work together; structure and content curriculum changes, we cannot focus on the structure before 2022 however we can begin working on content changes now; students are more concerned with content than structure; why don’t we try it and see how it goes

Eric-we started with curriculum redesign a couple of years ago, but is receiving questions from colleagues about curriculum redesign, perhaps they could help us to understand each other better on the MPA team, trust and team building would be great; what does the provost think, does she think we need mediation?; might be good to look at TESC administration policy; I’d like us to just be clear that it’s a 3rd party, not mediation

Doreen-would be good if they could frame it as group facilitation instead of mediation, how can we go forward with a massive examination of curriculum development without making some people angry; Jen may have some concern about things coming across her desk

Amy-we’ve had group facilitation before 2007-2008 at a time we were going through elements of curriculum redesign and it was helpful; could we do the facilitation in the Spring so that we can get to know each other with the new staff?; do we need union representation in the facilitated discussions? Yes for parts of it (Cali and Eric);

Meghan-I think 3rd party mediation quickly is important, yes problem is communication

Anna-agrees to group communication facilitation and that there’s an urgency, has concern about time requirements for this facilitation process, feels she doesn’t have agency with regards to curriculum changes within the group;

Puanani-may not be able to make all of the meetings when she’s outreaching to all of Western WA; interested in TG curriculum changes and also agrees that contributions may not be given much weight

Lucky-open discussion about curriculum and communication

**Added Sections:**

* Check your bias
* Education Policy
* Organizational Behavior

**Workflow for MPA Staff:**

Please come to Mike with criticisms about MPA staff and also large project requests. He’d like those requests to pass through him; Cali not sure what the MPA Staff does-who to contact?

**Faculty workload:**

10 hours per quarter is required, would be good to have MPA staff and faculty at next CBA, MOUs are bargained every summer; Amy would like conversations about a unified discussion about what MPA Faculty are bargaining for

CBA says minimum of 8 hours, however, David and Larry is concerned with changing to 10 hours because then we would have to hire more faculty

Cali-we could do exactly what MES does and has some options on the MPI site;

**Summer Institute:**

Participated in first ever leadership institute, UG is looking at adding more administrative layers; Tribal is trying to reconcile Native American students at Evergreen with getting students involved in reservations

**Hanover Research:**

Studying UG and Grad programs at Evergreen, we should keep our eye on compatibility in our curriculum changes with their findings

**Data and Budget:**

Amy-would like Mike to look into ESD employment factor analysis-Mike would like a meeting with Amy about this

Cheryl-cohort labeling needs to be updated in terms of statistics

Mike will send slides with data to the group

Amy would like to talk about fund raising, billy frank jr endowed faculty chair-we have backing for this and it never got finalized

Doreen had question about GIS funding

Cert tribal CPM program, Mike we need additional faculty to staff these funded positions

Eric-Portland State is offering a Tribal program here; Mike has a list of programs with a strong market, but we need to do some hiring first

Cheryl-it’s important to publicize our growth over the last couple of years…we used to be at 75 students, we’ve grown our capacity

**Mike’s PPT**

Amy to Larry-what has happened with our proposed collaborations from the past?

Larry-collaborations become personalized and we’ve had challenges with making them sustainable on a program level, staff volunteers found it difficult to keep these programs going and to engage institutional funds to them, certificates haven’t gained traction, perhaps we didn’t give the right resources and nourishment or that faculties have chosen to emphasize and now the state has instituted some policy affecting K-12 that is attractive to students, we’re looking at with Hanover Research, where are one or two areas we can put some funds to help enrollment-our UG numbers are low for Fall which Jen Drake will be announcing at the retreat, conversations about certificates might be helpful right now

**Anna and Puanani Reports**

**Anna** attending always looking for conferences that attract state and public employees and attends those for marketing MPA. AD of MES is bringing our recruitment materials to Easter WA in October. St Martins careers for the common good, evergreen graduate fair, collaborating with state agencies lunch recruiting events, 4 UG Evergreen evening and weekend studies courses visits, info sessions at public library bring the most applicants, usually 2-3 applicants from these-Olympia Timberland Library; 3 student Ambassadors starting this Fall.

Cheryl-we’ve taken seminars to an agency, alumni and prospective student comes together…traveling seminars. We can volunteer to make these happen.

Cali-wondering why there’s not one social media unification, Anna runs Linked In and Facebook and Eric runs Twitter. Anna is willing to take on twitter so that all 3 are in the same timing. Anna would like to do an audit on posts as well. Anna will engage a student ambassador in this effort.

**Puanani**

Having a seminar on Lummi island and Western WA Univ? would be a really good fit. The longhouse has created a new position, a tribal recruiter. Native American heritage day in November. Eric would like to go to Tulalip with Puanani. Working on creating community in Tacoma – one way is that she created an intro presentation from photos that were loaned to her that go back to 2000. It’s so impressive how Tacoma has built their program.

**Summer Institute Reports**

Eric summer institute: Takeaways-would be great to make the summer institute something really special (would like more thought put into how we do the summer institute-new approaches), fitting organizational culture with new challenges and new opportunities, we would like connect what we’re teaching with professional experience, “applied innovation in the public sector” dovetailed with it. MPA training should be offered in a variety of formats. Looking at Entrepreneurial Ecosystem.

Cheryl: Governments are not ordered in the way innovation is taking us, we won’t be able to get to innovation if we don’t make the changes within government. Embed lifelong skills-beware of the sanctity and purity of the past that might limit our futures, we need an online presence

Meghan-wanted us to stay true to our core mission and that we don’t need to be trendy. They also echoed that core skills are really important, storytelling with data and how to collaborate around a common purpose with people were skills they really appreciate in our program.

**Assessments:**

Curriculum survey responses, Blog site-please review the results and consider. How are we going to make that happen?

Chery’s takeaways are-few too TG response to have results, too small of sample sizes to really consider. Students Love electives and hate core. Well Faculty hate core too. Students don’t want us to mess with the structure, only the content. 1st year is most problematic. They would really like to reduce core hours…they see it as a bully. Not enough non-profit in the core curriculum and also not enough stats. Open to hybrid classes. Open to core on one weekend day one weekend per quarter, if a Saturday core were available, that would be helpful. For what purpose are we assessing-right now the goal is curriculum redesign? What do we want the program to look like in 3-5 years?

Anna-student survey: we posted the annual student survey on our website and we create a form and a weblink that was semi private. We sent 4 emails reminding students to take the survey. Only about 35 out of 100 responded to the survey.

Doreen-Would be great to administer a survey online but included in class time. She would also like to work on this survey in small teams.

Amy-Lucky just taught program evaluation; would be good to include our interpretations against standards, outputs and outcomes

Lucky-smaller groups that rotate on the data and 3-4 people come up with a one pager and then move to the next data grouping.

Mike-might work to focus on some content that would be really helpful to us now

Meghan-perhaps create an ad-hoc assessment committee

Cheryl-there’s no bridge faculty Tacoma, Olympia in the Spring

Governance:

All Facilitated Curriculum Redesign

2 Downtown Symposium-Meghan, Cheryl

2 Admissions-Doreen, Amy

3 Assessment-Eric, Lucky, Mike

1 Summer Institute-Mike will organize it (Eric and Doreen may consider it later)

1-UFE-Cali

Eric-curriculum redesign shouldn’t be based on the Assessment committee’s recommendation.

Cheryl led discussion on being a part of Inclusive Excellence, 3 MPA Alumna are running for office-women in politics panel, (Cali not interested in a political panel of those running and cautioned about talking to Jeremy about doing that-conflict of interest with politics.)

**Anna Alumni Relations and Raiser’s Edge**

Advancement, Jess Thrift, uses Raiser’s Edge to communicate with Alumni. Some of our biggest supporters. Often at recruiting events. They are willing to train Anna, Dhara and Mike on this program so we can update Alumni info as we receive it. MPA newsletter to go out in October. Updated everyone on the content of the newsletter. If you have updated alumni info, please send to Anna.

MPA faculty would like Anna to report to them data from the newsletter send

Mike should write the subject line for the newsletter email that goes out from Advancement