

# Michigan Guided Pathways

## Engagement in Guided Pathways

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## Questions to Consider

- Who needs to *own* this initiative in order for it to be successful?
  - Administrators, faculty, advisors?
  - How is information communicated across the groups?
- How can we foster collective ownership of this initiative?

## What is “Meaningful” Engagement?

- **Early**
  - Before the decision has been made
- **Often**
  - Process, not event
- **Authentic**
  - Listening First, Leading with Questions
  - Honest & Transparent
  - Follow Up & Follow Through
  - Recognition
  - Avoid the “Fundamental Attribution Error”

## The Value of **Early** Engagement

- Bolster legitimacy by establishing a visible commitment to co-ownership
- Improve your plans by tapping the creativity & expertise of front-line faculty
- Gain intel on how best to communicate about the work moving forward
- Avoid unnecessary obstacles, mitigate backlash

## The Value of **Ongoing** Engagement

- Create the conditions for distributed leadership
- Gain critical intel for midcourse corrections
- Consider it professional development with long-term payoffs

# What are the barriers and issues emerging so far?



## Faculty & Staff Engagement 101

Barriers	Solutions
Leadership Buy-in	Get on the Same Page
Lack of Authenticity	Meaningful Engagement
Initiative Overload	Fundamental Restructuring, Connect to College Mission
Resistance to Mandates	Collaborative Redesign
Heavy Workloads	Respect, Recognition, Succession
Fear of Change	Honesty and Clarity
Poorly Structured Meetings	Quality Facilitation, Goal and Role Clarity
Insufficient Communication	Continuous & Repetitive

# Thank You!

Please feel free to contact me with questions:

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