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IllinoisState.edu
Community of Practice: Creating Synergy to Advance Well-being
Introductions

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Outcomes

• Share the advantages of utilizing a Community of Practice model to advance well-being for students, staff and faculty.

• Understand a process of developing synergistic collaborations that ensure a focus on population level initiatives.

• Communicate plans to undergo a strategic planning process with the intentions of developing a shared agenda and goals for the Community of Practice.
Theoretical Frameworks Informing Our Journey

– Systemic Leadership
  • Systems Perspective vs. Parts Perspective
  • Blurred Boundaries vs. Distinct Boundaries (siloes)
  • Dynamic Flux vs. Incremental Change
  • Change can be Influenced vs. Change can be Controlled

– How Systemic Leadership Changes the Lens
  • We work as servants to a shared mission
  • We work as a learning organization
  • We take advantage of synergistic relationships and creativity

Theoretical Frameworks Informing Our Journey

– Communities of Practice
  • Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly

– Five critical functions
  • Educate by collecting and sharing information related to questions and issues of practice
  • Support by organizing interactions and collaboration among members
  • Cultivate by assisting groups to start and sustain their learning
  • Encourage by promoting the work of members through discussion and sharing
  • Integrate by encouraging members to use their new knowledge for real change in their own work.

Overview of our Journey Over Time

Positive shifts improve well-being of the campus community.

- 1984 Employee Wellness Program established
- 1988 1st Dedicated Campus Recreation Center opens
- 1988 ISU Free office/Health Promotion Office – Health Services
- 1989 University Health Education Coordinating Council (UHECC) Established Provides Leadership to address health-related issues of campus community members.
  - Drug Free Workplace Act – Biennial Review
  - Subcommittee working groups – evolved
  - Goal 5 Educating Illinois Strategic Plan – Dashboard
  - Seven Dimensions of Wellness defined (2004)
- 2009 Health Promotion and Wellness Department established
- 2011 Student Fitness Center McCormick Opens in the Heart of Campus. Academic Affairs and Student Affairs housed within the complex.
- 2016 Community of Practice established
Overview of our Journey Over Time

• Division Restructuring
  – “clusters”

• Leadership Changes
  – New AVP
Overview of our Journey Over Time

• “The Cluster”
  – Getting to Know One Another
    • Deep Dive into Our Departments’ Services and Programs
    • Strengths Quest
      – Recognizing and Capitalizing on our Differences and Strengths as Leaders and Collaborators
  • Values Identification
    – Beginning to Know Ourselves as a Community of Practice
Overview of our Journey Over Time

• Community of Practice
  – Defining Our Mission and Vision
  – Shared Vocabulary
  – Collaborative Endeavors with Intentionality (Active Minds, Healthy Campus application)
  – Branding and Launching (Eight at State)
Branding

EIGHT at STATE

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Leading the Way for Campus Engagement to Educate • Connect • Elevate

STRATEGIC DIRECTIONS, OBJECTIVES, AND ACTIONS

I. Enhance Strength and Stability

A) Ensure strong enrollment and student success
1. Maintain high-quality academic student profile and increase enrollment of transfer, graduate, international, underrepresented, and non-traditional students
2. Ensure attendance at Illinois State University is affordable and accessible for more students and their families through increasing financial support for student scholarships
3. Increase retention and graduation rates
4. Support quality and the accessibility of graduate programs by increasing the number and value of graduate stipends and assistantships, among other strategies

B) Attract and retain exceptional faculty and staff
1. Increase the competitiveness of faculty and staff salaries
2. Maximize employee growth through learning and professional development opportunities

C) Strengthen financial position
1. Diversify and augment revenue
2. Explore alternative business models and support structures
3. Enrich the culture of philanthropy

D) Use best practices to continuously improve sustainability and institutional effectiveness
1. Review, update, and align university plans with Educate • Connect • Elevate Illinois State
2. Increase collaboration across departments and divisions
3. Leverage data analytics to inform decision making
4. Optimize space utilization and development to advance the University’s mission
5. Ensure safe and secure physical and virtual environment

3. Foster a workplace culture that supports personal and community well-being
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IV. Enrich Engagement

4. Infuse campus culture with opportunities that cultivate students’ understanding of, appreciation for, and commitment to, personal and community well-being

A) Foster partnerships offering collaborative and mutually beneficial opportunities
1. Increase opportunities for alumni, community members, and other partners to create enduring connections that promote knowledge and resource sharing
2. Facilitate new partnerships with individuals, businesses, governmental entities, and organizations
3. Sustain and grow existing relationships with external stakeholders

B) Involve more faculty, staff, and students in outreach, engagement, and research opportunities locally, regionally, and globally
1. Create awareness of opportunities for students to engage in research
2. Increase the number and quality of opportunities that engage students in research with faculty
3. Recognize, promote, and encourage civic engagement and service-learning
4. Enhance the ability of members of the University community to engage with each other, internal and external resources, and university partners

C) Deepen student engagement in activities that prepare them for lifelong learning and success
1. Support efforts to assess student career outcomes and placement in graduate and professional school
2. Integrate career development and readiness opportunities throughout the collegiate career
3. Expand and promote opportunities for engagement in professional development
4. Infuse campus culture with opportunities that cultivate students’ understanding of, appreciation for, and commitment to, personal and community well-being
5. Enhance student connections with alumni and employer networks
Paving a path for the Division of Student Affairs Strategic Plan

1. Embed well-being into divisional policies, departmental operations, and business practices to promote habits of well-being and improve the health of students, staff, and faculty on campus.
Moving Forward

• Sharing the initiative as “content experts” to build understanding and interest
• Creating opportunities for campus stakeholders to engage in discussions and share information
• Sharing the tools, and creating and practicing ways to address issues
• Creating University metrics for reporting

Goal: Engage and infuse well-being into the campus culture....and beyond
Lessons Learned

• Directors lead initiatives and keep forward momentum. Leadership Changes can disrupt the flow
• Track common agreements and understandings
• Engage in collaborative tasks (before ready) as a way to learn to collaborate
• Keep department staff informed and engaged
Lessons Learned

• Take a nuanced approach to understanding overlaps in services and program offerings
• Consider the role of the community of practice with the role of the department
• Keep the students, staff, and faculty at the center of these decisions
• Develop infrastructure required to sustain the work
Wrap-up (thanks) and Questions