

Theme 3 – Building (and Sustaining) Community

A Summary of Action Conversations

Introduction – While each of us may have a different idea of what “community” represents, the fundamental human need to belong, to nurture and feel nurtured and connect have a part in any strategic plan for an organization with human interaction as its focus. The possibility conversations pointed towards four large areas of interest (Mentoring, Collaborative Spaces and Shared Activities for Community Building, Support for the North State Initiative, and Alumni Connections). During the course of our action conversations it seemed that two areas, Mentoring and a reimagined “Inreach and Outreach” which combined previously separate areas, emerged. While Alumni Connections were acknowledged, the reenergizing of the Advancement area could lead to an Alumni office that addresses areas suggested in the possibility conversations. The listing below reflects the action conversation focus.

Format – identified sub-areas and their context will follow each major area. Specific suggested actions will follow in red. Other thematic areas that overlap or are impacted by this suggested action follow in blue.

1.0 – Mentoring

1.1 Peer Mentoring – *Context* - The value of peer mentoring for first-year students, transfer students, and under-represented minorities is recognized in the literature. There are many programs on campus that currently use peer mentoring in a variety of ways, often in isolation from others with similar goals and methods. Training, delineation of expectations, and assessment of peer mentors and their faculty or staff partners (when applicable) could be formalized and be a basis for collaboration between programs. Finally, a targeted effort to broaden the pool of peer mentors across the many possibilities for their use on campus should be developed.

Suggested Action: To aid the transition of first-year students, place a peer mentor or peer mentors in jumbo sections of GE or major Introduction courses. [Theme 1, Theme 2, Theme 5]

Suggested Action: Develop common peer mentor training, assessment, and parameters for peer mentor processes. [Theme 1, Theme 2, Theme 4, Theme 5, Theme 6]

Suggested Action: Develop processes that broaden the pool of peer mentors. [Theme 1, Theme 5, Theme 6]

Suggested Action: Identify and train Transfer Peer Mentors in each College. [Theme 1, Theme 4, Theme 5]

1.2 Faculty/Staff Mentoring – *Context* – With the influx of new faculty and staff there exists a need for not only training but for a support system as these members of the university community adapt to their work environment. These mentoring activities will help build the culture of community and collaboration within the university.

Suggested Action: Determine, with the aid and collaboration of the Staff Council and Faculty Affairs, the dimensions of mentoring needed (RTP, computer literacy, solution literacy, etc.) and develop programs to address them. [Theme 4, Theme 5, Theme 6]

Suggested Action: Develop an assessment tool for probationary faculty and staff to evaluate their mentoring experience. [Theme 4, Theme 5, Theme 6]

2.0- Inreach and Outreach

2.1 Inreach – *Context* – Community building is both an internal and external activity. In many ways, building the culture of community internally enables and supports our external efforts.

Suggested Action: Create a searchable database of professional and personal interests to facilitate collaboration or community building events. [Theme 2, Theme 4, Theme 5]

Suggested Action: Coordinate and share information regarding the many and various speaker series that exist throughout the university community (also Outreach). [Theme 2, Theme 4, Theme 5]

Suggested Action: Schedule a series of single topic Collaboration Lounges. [Theme 2, Theme 4, Theme 5]

Suggested Action: Create a more coordinated and widely shared outlet to promote university-wide participation in events/activities. [Theme 1, Theme 2]

2.2 Outreach – *Context* – There are many connections with the North State that could be enriched by collaboration and communication. The North State Initiative report can serve as a resource and guide. Both the invitations to campus and reaching beyond campus are vital to our service to the North State and to promote Chico State as a region-wide participant and partner.

Suggested Action: Develop a campus Speaker's Bureau as a resource to our service area. [Theme 4, Theme 5]

Suggested Action: Determine, using the North State Initiative report, what areas in our service area are underserved and encourage and support outreach to those locales. [Theme 4, Theme 5]

Suggested Action: Using the suggested professional and personal interest database as a resource, link faculty and staff with service area organizations. [Theme 4, Theme 5]

Suggested Action: Sustain faculty, staff, and administrative outreach to our service region Community Colleges as partners in higher education. [Theme 1, Theme 2, Theme 4, Theme 5]

Suggested Action: Create a "one stop" information contact point for the university to facilitate community access and participation.