

We're Past the Pep Rally: *Engaging Faculty in the "Second Space" of Guided Pathways*

Five Adaptive Challenges

1. Institutions are not structured for faculty leadership.
2. Shared governance at the system-level is not structured for faculty leadership.
3. Use of Guided Pathways funds is undetermined.
4. Silos remain a thing.
5. We must effectively listen to faculty voices and communicate.

Responding to Adaptive Challenges

Purpose

Faculty ownership is required if we are to fully implement the promises of Guided Pathways in a lasting and meaningful manner. As leadership, we have the responsibility to avoid using a deficit mindset when engaging faculty. Instead, we must engage faculty as colleagues who care about student learning and have passion and expertise. This type of engagement requires thoughtful planning and attention to our colleagues' needs as we change our institutions. Time and space for scaffolded learning is critical for faculty ownership.

We will provide three considerations to ensure faculty have what they need to be successful.

1. Provide Time & Space
2. Delineate Roles & Responsibilities
3. Build knowledge base through Guided Pathways & Pedagogy Training

We will explore these through the context of an adaptive challenge related to Guided Pathways.

Task

1. Choose an adaptive challenge from the previous page or identify one relevant to your institution.
2. Fill in each box by listing the ways in which your institution has addressed these considerations when seeking solutions for your adaptive challenge.
3. Brainstorm with your team ways each consideration could be improved upon and the resources needed to do so.

Chart

Identify Your Chosen Adaptive Challenge:

Consideration #1: Provide Time and Space
My institution is doing well by ... <ol style="list-style-type: none">1.2.3.
My institution could be better by ... <ol style="list-style-type: none">1.2.3.
Consideration #2: Delineate Roles & Responsibilities
My institution is doing well by ... <ol style="list-style-type: none">1.2.3.
My institution could be better by ... <ol style="list-style-type: none">1.2.3.

Consideration#3: Build Knowledge Base Through Guided Pathways and Pedagogy Training

My institution is doing well by ...

- 1.
- 2.
- 3.

My institution could be better by ...

- 1.
- 2.
- 3.

Consideration #4: Other

My institution is doing well by ...

- 1.
- 2.
- 3.

My institution could be better by ...

- 1.
- 2.
- 3.