

# BUILDING EFFECTIVE FACULTY- COMMUNITY PARTNERSHIPS

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## WHAT SHOULD WE DO?

- 1.The Partnership forms to serve a specific purpose and may take on new goals over time.
- 2.The Partnership agrees upon mission, values, goals, measurable outcomes and processes for accountability.
- 3.The relationship between partners in the Partnership is characterized by mutual trust, respect, genuineness, and commitment.
- 4.The Partnership builds upon identified strengths and assets, but also works to address needs and increase capacity of all partners.
- 5.The Partnership balances power among partners and enables resources among partners to be shared.

## WHAT SHOULD WE DO?

- 6. Partners make clear and open communication an ongoing priority in the Partnership by striving to understand each other's needs and self-interests, and developing a common language.
- 7. Principles and processes for the Partnership are established with the input and agreement of all partners, especially for decision-making and conflict resolution.
- 8. There is feedback among all stakeholders in the Partnership, with the goal of continuously improving the Partnership and its outcomes.
- 9. Partners share the benefits of the Partnership's accomplishments.
- 10. Partnerships can dissolve, and when they do, need to plan a process for closure.
- 11. Partnerships consider the nature of the environment within which they exist as a principle of their design, evaluation, and sustainability.
- 12. The Partnership values multiple kinds of knowledge and life experiences.

DON'T WRITE IT DOWN  
TAKE A PICTURE

<https://www.ccphealth.org/principles-of-partnership/>

## WHAT DO WE (OFTEN) DO?

- Sporadic (or absent) communication
- Unclear goals, hopes, aspirations
- Based on academic calendar
- Little to no evaluation
- Focus on transaction rather than transformation
- Project based rather than people based (once project is done, we move on)
- **Little to no focus on relationship**

## SO HOW DO WE GET THERE?

- Relationships are critical
  - Consider a cup of coffee
- Deep listening
  - Deep listening occurs when we listen to others on their own terms and for their own sakes without trying to change them according to preconceived purposes (Ray, 2016)
- Invest time
  - Consider more coffee
- Hope for transformation
  - ~~I'm going to transform them~~

## AN OFFERING: COMMUNITY ENGAGEMENT FELLOWS

- The mission of Community Engagement Fellows is to help higher education faculty and community-based educators in eastern Washington nurture engaged citizens, serve the public, and improve our region and the planet
- The Community Engagement Fellowship Program facilitates the development of effective, sustainable campus-community partnerships that support teaching and research along with community development

# COMMUNITY OF PRACTICE MODEL

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.

Communities of practice are social learning environments. No one is the expert. Instead, we're all learning and getting better together.



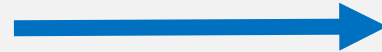
## ~~COMMUNITY OF PRACTICE MODEL~~

- What is a community of practice not? It's not a:
  - Class or training -- We're all co-learners.
  - Cult or partisan political group -- We may act and think freely.
  - Social/networking club -- We focus on doing our work better in tangible ways.
  - Service -- Its value is what we collectively make it.

# GOALS OF COMMUNITY ENGAGEMENT FELLOWS

**Short-term**

**Once-off**



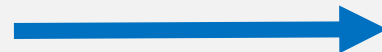
**Long-term**

**Sustained relationship**

**Single mode**

**Cookie cutter**

**Sky is the limit**



**Diverse modes**

**Innovative**

**Appropriate expectations**

# GOALS OF COMMUNITY ENGAGEMENT FELLOWS

**Isolated**

**Reinforces differences**

**Creates dependence**

**Single mode**

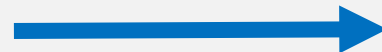
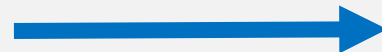
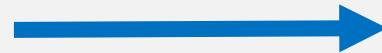
**Cookie cutter**

**Sky is the limit**

**Rigid**

**Individual**

**Heroic**



**Collective & collaborative**

**Builds understanding**

**Weaves interdependence**

**Diverse modes**

**Innovative**

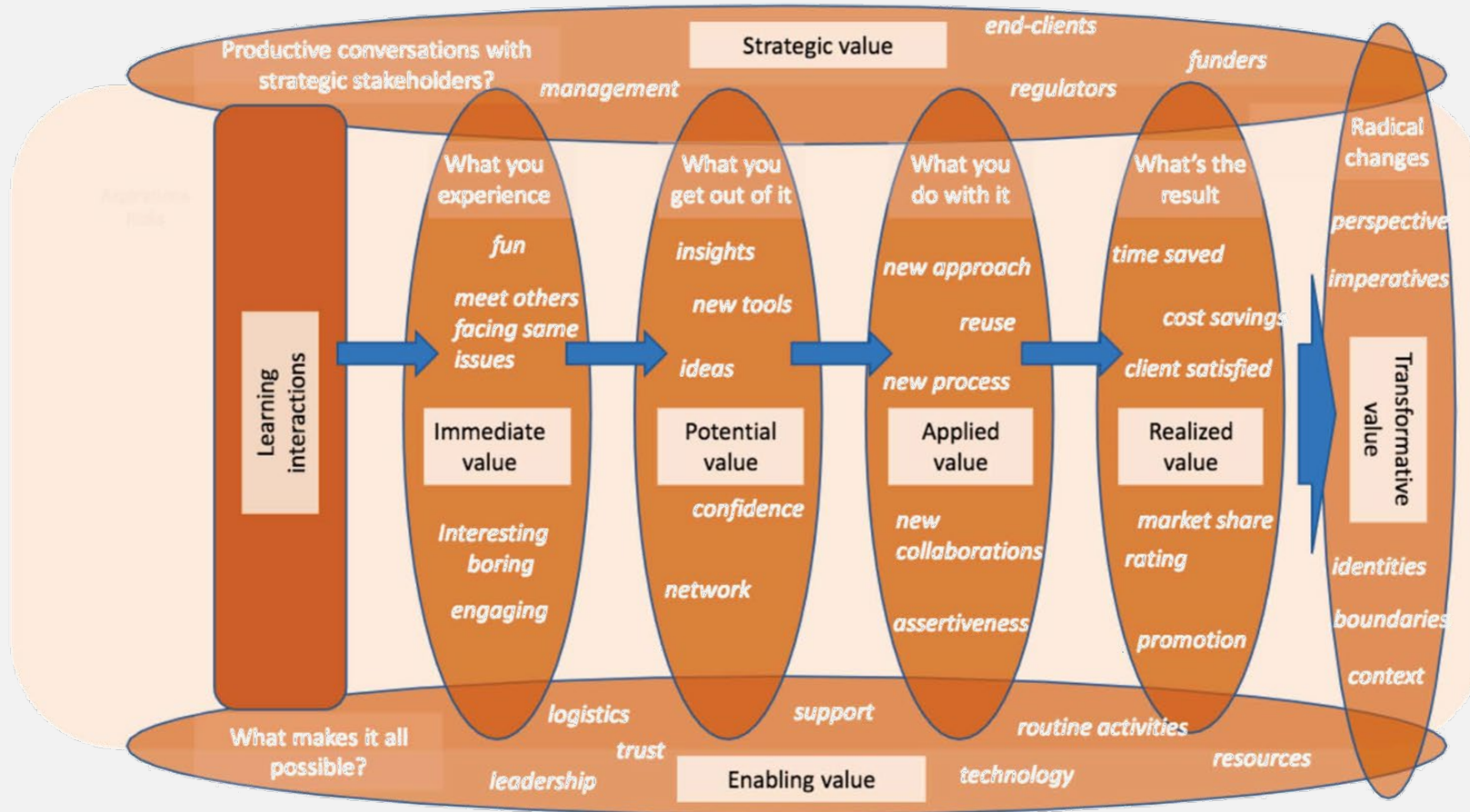
**Appropriate expectations**

**Adaptive**

**Shared**

**Humble**

# NOT A TRAINING, BUT STILL VALUABLE



# COMMUNITY ENGAGEMENT FELLOWS NUTS & BOLTS

- Eight, two-hour meetings October – May
- Convened to explore ideas related to community engagement
- Intentional mix of university and community members
- Not a training, but resources are shared
- Underlying goal is to spend time together thoughtfully exploring ideas related to community engagement AND build intentional relationships
  
- Interested in participating? Go to [tinyurl.com/CEFellowsInterest](https://tinyurl.com/CEFellowsInterest)

NOTE Capitalization

## SAMPLE EXERCISE PREPARATION

- Think of a tricky/tough problem in your work that you are trying to solve
- Best problems for this exercise are not so small that they have one, easy solution, but not so large that they aren't solvable by you
  - How do I save \$\$\$ on food? (too small)
  - How do I solve world hunger? (too big)
  - How do I get families to create and use a food budget?

**BREAK**

Think of your tricky question during the break

## SAMPLE EXERCISE: DESIGN CLINIC

- The purpose of a "design clinic" is to engage the collective experience of the group in the challenge(s) of your emerging work.
- Specific structure that brings out value:
  - Creates space to ensure we understand the real challenge(s)
  - Prevents group members from giving suggestions too quickly & skipping the thoughtful consideration
  - Prevents one voice from steering the conversation too dominantly
  - Allows the presenter to focus on listening & learning instead of being "on the spot" to respond



## SAMPLE EXERCISE: DESIGN CLINIC FORMAT

- **Question:** Presenter shares a single question related to a challenge in their ongoing/upcoming work, with some context/background to provide a frame.
- **Clarifying Questions:** Group asks questions to get a better understanding of the context; presenter shares more context. Note: *group members should refrain from offering advice at this stage.*
- **Makes me think of...:** Group members share experiences and stories that this question reminds them of, in some cases saying what they did when in a similar position. Note: *presenter listens quietly during this time.*
- **You Might Try...:** Group members provide suggestions about wise next steps to move the work forward. Note: *presenter is still listening quietly.*
- **What Struck Me...:** Presenter shares briefly about the most notable, interesting, and/or useful aspects of the discussion

## NEED THREE VOLUNTEERS

- One person to share their tricky question
- One person to help keep group on point and observe the format
- One person to take notes for the person sharing

# QUESTIONS & COMMENTS

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