Two-Way Orientation: Round Table Discussion
25th Annual Conference on the First Year Experience
February 2006

Facilitators
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Institution Students

Objective:
Create a list of effective orientation strategies and techniques that prepare faculty and staff to relate with new students.

Some Strategies from St. Louis Community College at Florissant Valley

- Student presenters at New Faculty Orientation
- Staff Development Day Guest Speakers
- CONNECT with high school faculty, counselors and administrators
- Celebrate Student Persistence Interviews and events
Some Strategies from St. Louis Community College at Florissant Valley

**Student presenters at New Faculty Orientation**

Student leaders provide both formal and informal sessions for the new faculty during their first semester on campus. An example agenda is attached.

**Staff Development Day Guest Speakers**

Kay McKinney spoke about *The Community College Survey of Student Engagement*. She presented the results of our 2004 Student Engagement Survey. The survey will be administered again this year. The website is provided in the attached bibliography.

David Stillman, author of *When Generations Collide*, discussed the implications of his book in the educational setting.

**CONNECT with high school faculty, counselors and administrators**

The college faculty and staff participated in a discussion with counter parts from the area high schools. Agenda is attached.

**Celebrate Student Persistence Interviews and Events**

In October 2005 appreciative inquiry fascinators conducted 60 interviews with faculty, administrators and staff. A description of appreciative inquiry and a copy of the interview sheet are attached. Also, the website for Appreciative Inquiry is provided in the attached bibliography. Two celebration and planning sessions have been held with a third is planned in March.

**Peer Leaders Presentation to new full time faculty:**

August 9, 2003    A – 245    11:30 A.M.

**J. C. - Demographics of student body**

Cindy - Observations from the classroom

Farhana - Student Transition Resources
Ask them to go through the gift bag. Make sure they know that they can get multiple copies of the handouts, flyers and the newsletter.

1. Campus Tour Video
2. Know What is Expected - video
3. Success Seminars – see memo Share what seminars you found to be most helpful.
4. As peer leaders we can: Visit your classroom – What we know now that we wish we knew then… We are most often asked to talk about procrastination.

All - What do we expect from an instructor

Syllabus
Fair deadlines

**Appreciative Inquiry** is the study and exploration of what gives life to human systems when they are at their best. It is an organization development methodology based on the assumption that inquiry into and dialogue about strengths, successes, values, hopes and dreams is itself transformational.

It is founded on the following set of beliefs about human nature and human organizing:

- People individually and collectively have unique gifts, skills and contributions to bring to life.
- Organizations are human social systems, sources of unlimited relational capacity, created and lived in language.
- The images we hold of the future are socially created and, once articulated, serve to guide individual and collective actions.
Through human communication (inquiry and dialogue) people can shift their attention and action away from problem analysis to lift up worthy ideals and productive possibilities for the future.

**How Does Appreciative Inquiry Work?**
The process used to generate the power of Appreciative Inquiry is the 4-D Cycle. Based on the notion that human systems - people, teams, organizations and communities - grow and change in the direction of what they study. Appreciative Inquiry works by focusing the attention of an organization on its most positive potential - its positive core. The positive core is the essential nature of the organization at its best – people’s collective wisdom about the organization’s tangible and intangible strengths, capabilities, resources, potentials and assets.

The Appreciative Inquiry 4-D cycle unleashes the energy of the positive core for transformation and sustainable success.

- **Definition** – *choose a positive focus for the inquiry*
- **Discovery** – *inquire through interviews and share stories of positive moments, locate themes that appear in the stories*
- **Dream** – *create shared images of a preferred future*
- **Delivery** – *innovate ways to create that future*

**Why Does Appreciative Inquiry Work?**
Appreciative Inquiry works because it treats people like people, and not like machines. People are social. We create our identities and our knowledge in relation to one another. We are curious. We like to tell stories and listen to stories. We pass on our values, beliefs and wisdom in stories. We like to learn and to use what we learn to be our best. And we delight in doing well in the eyes of those we care about and respect.

Dsavoca2006

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**First Year Experience Conference**
**Orientation: A Two-Way Street - Roundtable Discussion**
**Interview Sheet**

*****Exceptionally Positive Moments*****

1) Based on your experience at your institution, share a story about orienting faculty and staff to new students. When have you witnessed or been a part of something that was effective? Who was involved? What did they do? What did you do? How did you feel? What did the student do? How did this experience help the staff and faculty to relate to new students?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
2) Give one or two examples of specific techniques or strategies that have worked at your institution to orient faculty and staff to new students.

3) In regards to orienting staff and faculty to new students, what three wishes do you have for your institution?

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Selected Bibliography for Two Way Orientation
Prepared by Diane Savoca and Donna Spaulding
Annual FYE Conference February 2006

Articles


Books


Presentation


Videos

“Leadership and the New Science,” CRM Learning

“Celebrate What’s Right with the World,” Star Thrower Distribution Corporation

Websites
http://appreciativeinquiry.cwru.edu

http://www.ccsse.org/ Community College Survey of Student Engagement