

ChangeMaker Mindset Implementation Task Force End of Year Report – May 2022

Membership

Chair: Keith Holland

Members: Daniel Beers, Sarah Brooks, Terry Fernsler, Steven Harper, John Hathcoat, Bryce Hayes, Patrice Ludwig, Ben Selznick, Jonathan Stewart, April Temple, Jordan Todd

Charge: In Spring 2019, the Innovation Mindset Task Force was convened to consider how to integrate elements of the innovation mindset throughout the JMU curricula. The resulting report, delivered in May 2020, notes that although faculty and students already engage in pedagogy and other activities that develop this mindset, these activities are not always acknowledged as such. The report recommendations intend to connect and strengthen work already occurring across the curriculum to foster a distinctive *JMU ChangeMaker* brand that sets our graduates apart in the 21st century.

Building upon these recommendations, the ChangeMaker Mindset Implementation Task Force is charged with pursuing the three tracks of Building Infrastructure, Supporting Existing ChangeMakers and Long-term Programmatic Integration to incorporate and sustain the innovation mindset learning objectives across the JMU student experience.

Summary of Current Semester Activity:

- Three task force working groups were established in the Fall 2021 semester task-force work. During the Spring 2022 semester, each team implemented the plans to solicit feedback and perceptions of the proposed ChangeMaker mindset initiative:
 - Student ChangeMakers:
 - This working group was organized to conduct focus-groups among students who have engaged with or identify as ChangeMakers.
 - The team developed a focus group protocol and obtained IRB approval to conduct focus group interviews. Perceptions of experiences with and barriers to innovation and change making at JMU were examined through numerous focus groups conducted throughout the semester.
 - Student focus group findings were collected and summarized. These results will inform Task Force recommendations that advance student access to and involvement with curricular and co-curricular ChangeMaker mindset experiences.

- Faculty & Staff ChangeMakers:
 - This working group was charged with initiating a community of practice among institutional champions and supporters of change making initiatives to articulate experiences, barriers, and perceptions among faculty and staff.
 - In the Spring 2022 semester, this working group conducted interviews with faculty and staff ChangeMakers. Opportunities for and challenges associated with implementation of ChangeMaker mindset programming were obtained through these interviews.
 - Summarized interview findings informed implementation recommendations to support and expand the faculty and staff implementers of the ChangeMaker mindset.
- Collecting, summarizing, and reporting findings to the task force ChangeMaker Partners.
 - Internal and external partnership are required for developing a ChangeMaker culture throughout the institution. This working group is tasked with studying the value proposition of the ChangeMaker Mindset initiative to internal and external partners (e.g., employers, prospective students, etc.) and identify opportunities for funding to support the ChangeMaker mindset initiative.
 - Throughout the Spring 2022 Semester, the ChangeMaker Mindset initiatives were presented to internal (e.g., Academic Council, Student Affairs leadership, General Education Cluster Coordinators) and external partners to introduce the initiative and solicit implementation feedback.
- Using the solicited feedback, each working group developed a set of implementation recommendations and strategies. A final semester meeting of the task force on May 25, 2022 will be conducted to review recommendations, strategies, and support requirements. These will form the basis of an action-oriented task-force report and implementation strategy to be presented, reviewed, and enacted in Fall 2022.

Future Work Planned:

- Prepare an action-oriented report that articulates specific findings from each working group and suggests future action steps to scaffold the continued development, growth, and continuation of the ChangeMaker Mindset initiative.
- Present findings and recommended action steps to university leaders.
- Continue development and implementation of a faculty and staff ChangeMaker Mindset community of practice.