A mini version of the process

The goal is to get participants working together, and simulating some conversations of the kind that we would hope will happen in departments.

Begin by handing out the page with some data about a fictional department. We realize that we are not telling you enough about this fictional department, so you can make assumptions as you please.

Reveal the steps of what they are to do one at a time.

1. **Step 1** [5 min]: Look at these data. Write down for yourself:
   a. What are some strengths that this department seems to have?
   b. What are three challenges facing this department. (Be prepared to explain why you think so).

2. **Step 2** [3 min]: Pair up / Faculty with students (ideally).

3. **Step 3** [10 min] Discuss what the big challenges facing this department are. Try to reach agreement on two challenges.

4. **Step 4** [10 min]: Switching roles (faculty play students and vice versa), or each playing one role (faculty/student), speaking from the faculty member or student role, what can be done to address those challenges? Assume for now that you are the department, so you can decide what to do. For this discussion, the person playing the faculty member is all of the faculty and the student is speaking for all of the students. No need to worry about persuasion and politics. Don’t worry about the implementation or feasibility details – dream the dream first.

5. **Step 5** [5 min]: If you were able to put your plan in place, how would you know whether or not your efforts were successful?

6. **Step 6** [10 min]: Ask a couple of people to reflect on the process. What where their observations?