

Innovation in Teaching
and Learning:
A Campus Culture Model
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Who, What, Where, When...

- Welcome and Introductions
- Workshop Outline:
 - Select principles on creating an innovative campus culture
 - Round-table exercise on innovation in higher education
 - Discussion/reporting results
 - Examples of inventive learning at SWU
 - Discussion/Q & A

Creating an Innovative Campus Culture

- Question: What are the barriers to innovation in higher ed?
 - Compartmentalization/No real challenge to change until last 10 years
 - Lack of communication/receptivity to owning information sharing
 - Often viewed as a threat to individualization and academic freedom
 - A "No" culture on many campuses
- So, what is the solution? **Start by being counterintuitive! Here are four principles to consider:**

Principle Number 1: What are these pictures and what do they have in common?

- Invention of the Wheel (3000 BC)
- Invention of the Nail (16 AD)
- Invention of the Compass (900 AD)
- Invention of the Printing Press (1440)
- Invention of the Telephone (1876)

- Invention of the light bulb (1879)
- Invention of the internal combustion engine (1890)
- Invention of penicillin (1928)
- Invention of the internet (1960)
- And of course, Ramen Noodles! (took 48 years to perfect)
- **All of these are illustrations of Principle Number 1:**

Principle Number 1: **Don't be fooled by the 90-10 Rule that Kills Ideas**

- 90% Chance of Something NOT working = No reason to try.
- BUT...It is in the 10% where innovation happens.
- **And the corollary:** The truth about calculated risks...

Quick Examples of Calculated Risks at SWU!



Intergenerational Learning



Gap Year and Jericho Project



Principle Number 2:



Principle Number 2: **Say YES to everything.**
(Well, almost everything in a predominately "NO" Culture)

My doctors office is a great example of the NO culture .

- "Walk in's are not allowed"
- "No wellness exams will be scheduled without proof of insurance"
- "We do not accept out-of-state insurance plans"
- "If you miss an appointment, you will be billed regardless"
- "Incomplete paperwork will void your appointment"
- "Do not remove pen from the counter"

But, how can you say “Yes” to
EVERYTHING?

It’s is more a mindset and disposition than it is
a word.

An example...

Principle Number 3: **Think Future**

- *The predominant quality of innovative leaders is that they think about the future most of the time.*
- They maintain a positive attitude and think about the opportunities of tomorrow rather than focusing on the problems of the past.



How To Future Think? Jeff Gedmin of
Harvard suggests:

1. Enhance your power of observation (connect dissimilar things in new ways)
2. Practice the values of being inquisitive/positive
3. Study history
4. Learn to deal with ambiguity

Principle Number 4

• Move from a culture of FEAR: To INNOVATION:





First a comment about **FEAR:**

- Fear of What?
- Remember that Fear kills more ideas and solutions than failure ever will.

So let's take a quick test...

This test will assess your courage and understanding of creating an innovative culture of teaching and learning.

TRUE or FALSE Innovation Test:
(Keep track of your correct answers)

1. Innovation is the act of coming up with new ideas.
 - False
2. Innovation is a random process.
 - False
3. The most powerful way to trigger your brain is to simply ask it a question.
 - True

4. Innovation is the exclusive realm of a few naturally talented people.
 - False
5. The biggest obstacle to innovation is a lack of organizational resources and know-how.
 - False
6. Teaching your team to think creatively will all but guarantee innovation.
 - False
7. Incremental innovation is more productive than disruptive innovation.
 - False
8. Most organizations and universities are not structured to innovate.
 - True

Innovation Preparedness Score

- **7 or more correct:** You understand how to create an innovative culture! Go for it!!
- **3 to 6 correct:** Some more research and skill development, but on your way!
- **Less than 3 correct:** Well...you might start by just getting out more. 😊

Round Table Exercise

- Form groups of about 4 people.
- Share some quick comments about the level of innovation on your campus and how you are inspired to positively move that needle.
- Be prepared to share at least one best practice with the total group in a few minutes.

Discussion/Unpacking/Learning

A brave soul (from each group if we have time) to quickly share one best practice or innovative idea you have used or will now attempt to drive a culture of innovation on your campus....

More quick examples of innovative learning at SWU

- Criminal Justice House/crime scene/shooting range
- Refinanced bonds for savings to go to innovative program grants
- Cemetery acquisition and historical research
- Student operated business enterprises on campus
- Repurposing buildings for academic development
- Early childhood and family studies center

Innovative learning at SWU

- High school music competitions year around
- Music scholarships to emulate athletic scholarships
- PASS athletic success center
- Charter school partnership concept
- Curriculum development with hospital on MBA Health Care innovation
- Collaboration on a new athletic/wellness center

Q and A

Thank you!

This has been a wonderful honor and delight.
Now, go innovate and impact your campus culture!
