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:

Say YES to everything.
(Well, almost everything in a predominately “NO” Culture)

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

* “Walk ins 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 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!