Individual Reflections: PKAL Leadership Initiative

Name: ___________________________________________
Institution: _______________________________________

In 2004 Project Kaleidoscope launched a new initiative aimed at building institutional leadership capable of making and sustaining “the necessary systemic, structural changes that allow strong undergraduate STEM programs to emerge and persist.” Fifty-seven institutions, including your own, have partnered with PKAL in the Leadership Initiative (LI).

Recognizing that LI institutions and teams are at various stages in their proposed endeavors, PKAL would nevertheless like to begin to discern “what works” in creating and supporting STEM leadership for institutional transformation. To that end an advisory committee, the LI Inquiry Task Force, has begun to collect information regarding projects, progress and challenges from LI participants. Our goal is to assemble a picture of best practices that will benefit all of us committed to transformative STEM leadership.

This particular request focuses on your individual experiences and reflections

A. General Context

1. What role or roles do you play at your institution? How many years have you served there?

2. What role or roles do you play in your Leadership Initiative Committee? What events led to your involvement in your Leadership Initiative Committee? Were you, for example, involved in the drafting of your institutional proposal, a Faculty 21 member, etc.?

3. When did your involvement with your LI Committee begin? Does your involvement with PKAL predate your LI work? If so, when was your connection with PKAL established? What events led to your connections with PKAL?

4. How much time have you spent doing work associated with your institution’s LI project?

5. How would you describe your primary responsibilities on your Leadership Initiative Committee?

6. To what extent have you interacted with each of the following groups in the course of your LI work? [establish choice scale here: never, rarely, sometimes, frequently]
   - Members of your department
   - Members of other STEM departments
   - Members of departments other than STEM departments
   - People in leadership positions at your institution, e.g., president, provost, deans ...
   - Members of other colleges/universities

7. To what extent have you personally drawn upon PKAL resources? [same choice scale here]
   - Seminars and Workshops
   - Electronic conversations
   - Mentoring
   - Consultations
   - Shadowing
   - Electronic and/or published materials
   - Other: _________________________
B. Reflections

1. How would you describe the progress of institutional transformation on your campus to date?

2. What have been your primary goals with respect to institutional transformation? STEM education on your campus? What have you as an individual hoped to learn and accomplish? When and how did you come to define these as your primary goals?

3. What information, actions, learning activities, etc. have been helpful in navigating this transformation process? How have these resources supported institutional transformation? To what extent have your campus infrastructure and administrative support supported institutional transformation?

4. What are the greatest obstacles you have encountered, if any, in pursuing these goals? To what extent have your campus infrastructure and administrative support hindered institutional transformation?

5. What are the most important things you have learned during the institutional transformation process to date?

6. From your perspective, how helpful has the Leadership Initiative been in furthering the process of institutional transformation on your campus? Please provide concrete examples if possible.

7. To what extent have you gained knowledge & understanding, or capacities, in any of these areas?

8. [provide choice scale: not at all, moderately, significantly
   - Clarity about personal strengths
   - Clarity about personal commitments and interests
   - Understanding of politics of transformation
   - Understanding of institutional vision
   - Understanding of research-rich, science for all students, and/or interdisciplinarity
   - Capacity to conceive and plan institutional transformation
   - Capacity to help lead and effect institutional transformation

9. How did you acquire this knowledge & understanding, or make these gains? How, if at all, have you had an opportunity to share what you have learned with others?

10. Which PKAL resources, if any, played a significant role in your development of leadership capacities? How?

11. What has been your greatest contribution to the change initiative, to date?

12. Has this experience made you more or less engaged with your work – made your work more or less enjoyable, meaningful, rewarding? If yes, how so?

13. Has this experience affected your commitment to, or feelings about, your institution, whether favorably or unfavorably? If yes, how?

14. Is there anything else you would like us to know?