**Creativity, Discovery, and Innovation Focus Group**

**Monday, May 16**

**10 Participants:**

**As you think about creativity, discovery and innovation and connect those to UND- what does that mean to you? When you think about those words and UND?**

* I think of leadership. When you are on the leadership side of things you are willing to go through the process of trying, failing, trying again and learning from that process.
* In my department we focus on the scholarship of teaching and learning. We shifted to this focus three years ago. So rather than scattered individual research approaches our department has made this topic our unified approach to our scholarly activity. The promotion of this type of scholarly work demonstrates that we are trying to advance and be leaders in our fields.
* Some of the programs at UND are interdisciplinary and has helped me open my mind to look at my sector from different perspectives. This is important for our graduate programs.
* I agree, seeing what the grad school has done from an innovation and creativity aspect has been big in interdisciplinary programs. A2i is a good example, but also from a research side working with industry partners and other industries. Branching into space is a good example.
* I am a distance student- our students are scattered but so many opportunities to stay connected to campus. UND does a good job at engaging our graduate students and keeping them on track.
* Innovation and UND is about more collaboration between departments because we want to implement something or generate an idea. We need more collaboration and more resources for graduate students to help with this initiative. It will help provide a more diverse perspective. I feel UND should provide more resources to Graduates Students to explore more opportunities.
  + **What might more resources look like?**
    - To do more research, I need more available data sets. There are some resources that I cannot get access without paying for them- UND may help get access to these so I can invest my time to do more research.
* **What other resources would be needed to bring CDI forward on campus?**
  + I think the most obvious one is budget. Within your department we are educators/scholars, so our teaching loads are very heavy. Being able to support hiring more faculty who would be doing more collaborative work to support our doctoral experiential process would be huge. More positions like this and opportunities for funding to allow for interdepartmental collaborations to take place. Increasing funding to do workshops and conferences at other locations would also be beneficial.
  + Inspire leaders. It is important to bring in new people with fresh ideas, but also train the ones that we have at UND. Two things must come together (1) Resources (2) the leadership who can create a vision and can bring people together to share ideas and collaborate on this vision. I am not sure that all the people at UND in current management positions have that skill set.
  + Providing opportunities to engage one another from an administrative standpoint (faculty/staff/students). Faculty researchers have a lot of questions for one another – so we need to provide these opportunities for people to engage with one another.
  + When I was on the Grand Challenges team, we compiled a directory of people interested in doing interdisciplinary work and had receptions for people to get together. Takes a lot of work, but if this was part of our culture this would be so beneficial.
  + Time is also a key resource that we need. The ‘page 2’ makes it seem like you can be creative on how you break this up, but, you do not have much flexibility. This is a place where UND can make a structural change where people can have more creative/collaborative projects where we don’t need to see a concreate deliverable right away- which I part of the normal creativity, discovery, and innovation process.
  + When thinking about interdisciplinary work and creativity, discovery and innovation we need to include staff - not just in support but also in the actual creative process.
  + Time and money are the most important resources. We seem very short staffed. Not back to where we were prior to funding cuts.
  + With our current budget model collaboration is not incentivized. I don’t get rewarded for interdisciplinary work. We talk about it a lot but need incentives for this to happen.
* **What might you have seen at other institutions that we can learn from on CDI?**
  + My university does something called “Grand Rounds” where different disciplines participate in research presentations. This has worked well to get more people involved
  + University of Minnesota has UROC (undergraduate research opportunities) where students get around 100 hours paid to get research opportunities with faculty. Would like more to be done with undergrad research work at UND.
  + Try to build an internship pathway to industry and then connect the industry pathway into a higher education programming. This makes it make sense to younger students. Lots of opportunities for non-traditional students to feel strengths when they are working in the field. We have been working with Mankato State on this program. Industry needs higher ed to be very nimble, to pivot as new degrees start to evolve. This allows us to fill the industry need and gives students concurrent courses. The ‘Big Blur” is the new college to me. Need to be intentional about college paths due to the cost of college so getting into industry faster and getting students into the classroom when it makes sense with them. UND can be creative and innovative in that way. Build a student/industry pipeline into UND.
  + My mind went back to when I was in industry- practices on how to promote your creativity and we can bring some of those practices to UND and our students.
* **Is there a question that we are not asking when it comes to CDI?** 
  + Looking at the impact or outcome comes to mind. Creativity leads to innovation and discovery. Where is it all headed?
  + Making sure that when this section of the Strategic Plan is formulated and this is finalized, that it has enough flexibility to be able to accept a lot of different types of creativity. Creativity does not look the same way to everybody. We can’t have so many objectives under this that things get diffused. There needs to be strong outcomes or stronger promotion of the things being done, but my fear always is that we get so broad in the implementation that they lose the impact.
  + We do strategic planning in public schools all the time and less is more. Otherwise, it is just a fancy document that hangs on the wall. Need to have shining examples of what we do well- makes it a strong strategic plan. Impact and key differentiators.
* **If we look at this plan 10 years from now, how do we know if we have been successful in our planning?** 
  + Leadership- is UND a leader in innovation? Are they a leader in creativity? This is how you will define success. The world is changing at such a rapid pace- I love that this will be a living document because things are changing at such a fast clip.
  + Remember, when you innovate you will fail as a part of the process. You must fail to get to something good in the end. This takes time- and your plan must allow for this
  + If UND is a leader and their programming in 10 years reflects leadership and creativity, then that is how you know that this plan was a success.
  + At the ground level UND must make sure that faculty and staff have the encouragement to do this. In some ways, the page 2 is a calculation to see if I have done enough in ‘certain areas’ to make sure that I have checked the box- but this should change if we want to see movement in these areas as part of this plan.
  + We think of creativity, discovery, and innovation in relationship to research, but I think in 10 years we should be measuring it in terms of teaching, research, and service where we have improvements in both quantitative and qualitative ways. Also, morale- I would hope that people feel better about things because it is a more innovative environment.
  + Innovation must allow people to fail to find a better way. More positive risk taking. We need to increase resilience in our students. Keep trying to get better. We must embrace that attitude at UND to succeed. We must keep standing up, learning from mistakes, and continue to work at the problem.
  + From a student perspective we need to offer more experiential learning opportunities. I didn’t see a lot of this at UND. In the graduate world we are hungry for these opportunities. We can open so many opportunities to up here.
  + Experiential learning opportunities are dependent on the discipline you are in. In the last year is their clinic year which is when we see that applied learning for our students. Encouraged to complete research on something new or innovative. Students are creating products that their experiential placements are asking of them. So, how do we provide areas that don’t have those capstone experiences such opportunities.
  + HIPS: tentative framework in place where these opportunities can be involved in all levels. Students are hands-on/applied learners now.
  + We would know we are successful if our recruitment goes up (students, faculty and staff). People will want to come here and be a part of this if we are successful.
  + Creativity and innovation go hand in hand with diversity and inclusion. We will know we are successful if creativity, discovery and innovation if we can bring more people to the table (I am talking beyond just skin color), but a diverse set of ideas.
  + I think measuring failures is a metric that we should use. It means that you tried something. Are there structures in place to allow these things to happen? How can we find collaborative opportunities to help support interdisciplinary work?
* **Are there other people or sectors on campus that you think we should be talking to or learning from?**
  + Back to the new strategic plan being a living document, I think it is important to talk to everyone at every level of stakeholders. Incorporating staff in this is so important. When we think about what innovation and creativity this must be in our processes as well- so talking to people at all levels to see what they think about these concepts
  + The input that you can get from inviting people to join a focus group like this is very important. This gives me an opportunity to provide my ideas of what we are doing at UND. I think the collaboration of students, faculty together in smaller settings like this is vital to the success of the university. Have not seen this in past years and have really enjoyed/valued this. I really hope that we continue with these things (focus groups) or getting people together and getting our thoughts on things.
* **Any last thoughts:**
  + Please help provide more financial/ budget help for graduate students to be a part of the creativity, discovery and innovation process.