

# MSCF Minute



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## Winds of Change

by Darci Stanford, MSCF Vice President for Liberal Arts

On August 3rd and 4th, approximately 175+ people gathered at North Hennepin Community College tasked with becoming Change Leaders in how it relates to Charting the Future. This group included faculty from MSCF, IFO, MSUAASF, staff from MAPE and AFSCME, college administrators, and people from a variety of departments at the system office.

We heard about the neuroscience of how change effects the brain. We learned terms and concepts such as “The Burning Platform”, Foe v. Friend, SCARF, and Negativity Bias to help us better facilitate the change process.

We spent several hours using templates and guided worksheets to better lead stakeholders through change. Colleagues worked on identifying stakeholders, analyzing stakeholders, and creating a communication plan for their college.

Another couple of hours were spent on organizational change



models; which model is best in which organizational climate and situation. Along with this, a 44 question change readiness survey was distributed for colleges to work through. All of this in an effort for these 175+ attendees to have the, “*tools that will improve engagement and communication as Charting the Future work continues to move forward.*”

After all was said and done, I think the majority of people could agree that change is needed for the system to stay relevant and to continue to grow and meet the needs of Minnesota. Some might even argue it is necessary for the system to make changes to be able to survive in the ever growing competitive market.

So what does this mean at your college? You, as faculty, are critical in driving any CTF change. You should be an integral part in deciding if the

change will blow in like a summer breeze, pleasant and somewhat refreshing or like a hurricane where everything is turned upside-down and rebuilt.

Whenever change is proposed, there is inevitably going to be some level of opposition; which isn't always a bad thing. Reactions from faculty navigating through change might include:

- Questions regarding the amount of change that should take place.
- Concerns about the rate at which change is taking place; both too fast and too slow.
- Some faculty may equate change with loss and want to know what are we losing through all of this?
- Questions about the “real” motivation behind the change.

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- How does this change align with our mission?
- Who is the change benefiting?

Can change be good? Of course! Many people enjoy the change of seasons and all the splendor it brings. Can change be risky? Most definitely! Windows Vista sound familiar? Is it okay for some things to stay exactly as they are if they are working? You bet! Remember, “New Coke”? The key is to make sure faculty play a part in those discussions and decisions.

*“The pessimist complains about the wind. The optimist expects it to change. The realist adjusts the sails.”* William Arthur Ward

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