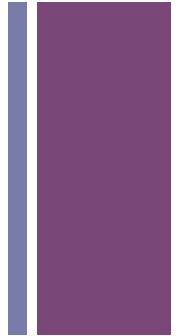


What does it take to build and sustain a network?

Susan Elrod, Chico State
RCN Summit Meeting
January 14-15, 2016
Washington, DC



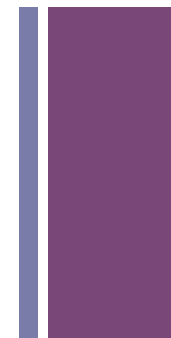
2017 Gordon Research Conference on
Undergraduate Biology Education Research



July 9-14, 2017

Stonehill College, Easton, MA

+ What kind of community are you?



Community of Practice:


a group of people who share a concern or a passion for something they do and learn how to do it as they interact regularly (Allee, 2000; Lave, 1988; Wenger, 1998, 2007).

Community of Transformation:

aimed at altering more deeply held beliefs or practices because they rely on strategies that create innovative cultures or spaces where new realities can be lived; challenge the status quo (Kezar and Gehrke, in press).

From Kezar and Gehrke, in press, *Communities of Transformation: Creating Changes to Deeply Entrenched Issues*.

+ Stages of Development and Key Tensions/Challenges



Start	Stage	Tension/Challenge
	Potential: Start as a loose network of connections with potential for growing and developing more connections	Discover/Imagine: Build on what is present or explore where potential could lead; generate interest.
	Coalescing: More connections are built, coalescing into a community	Incubate/Deliver Immediate Value: Allow connections to form and build trust slowly or immediately try to show value of the community
	Maturing: Membership and depth of knowledge in community grows	Focus/Expand: Direct energy to own interests or expand with interests of others
	Stewardship: Actively share and develop knowledge formed through community	Ownership/Openness: Balance ownership over community domain with need to bring in new ideas
	Transformation: Community evolves as new members enter and/or energy wanes	Let Go/Live On: Either let the community wane or transform in order to sustain
10 + yrs		

Adapted from Wenger et al. (2002) in Kezar and Gehrke, in press, *Lasting STEM Reform: Sustaining Non-Organizationally Located Communities of Practice Focused on STEM Reform*.

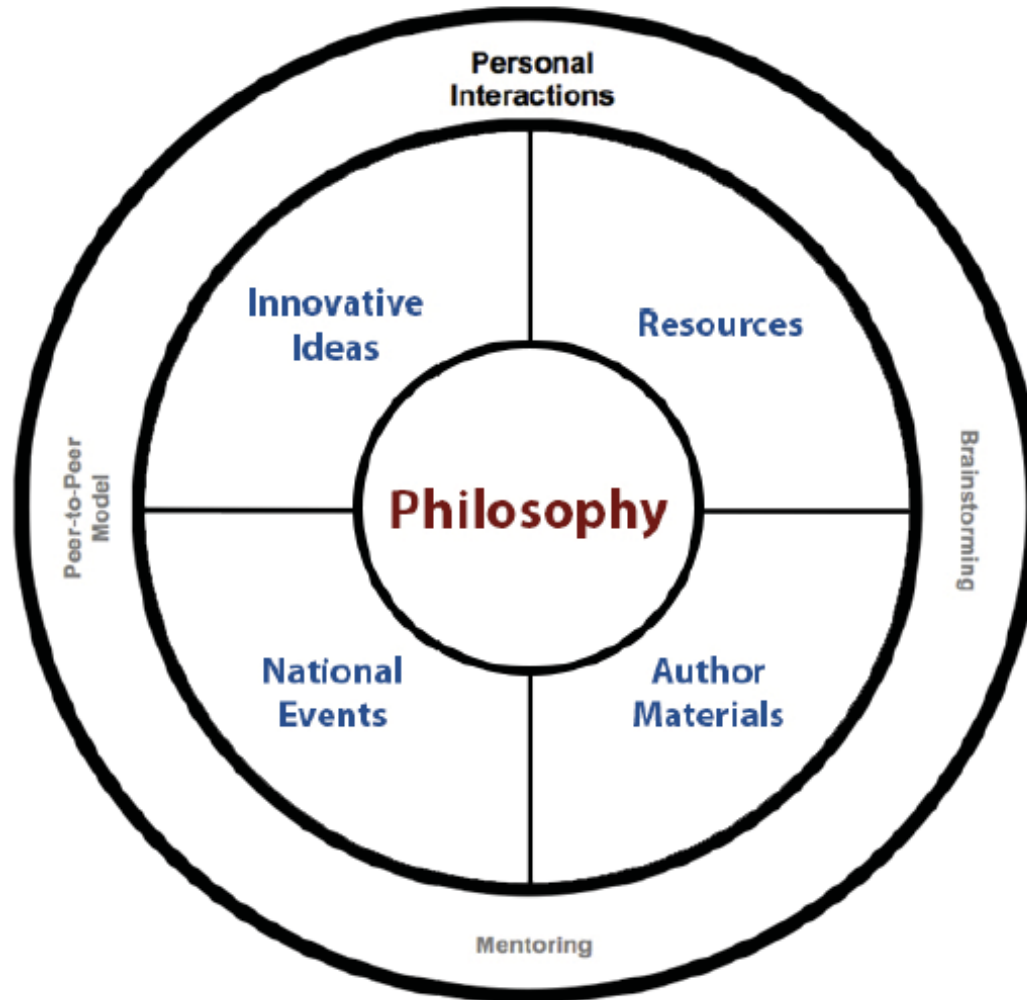
+ Think and Share:

- 1. At what stage is your RCN?**
- 2. What tensions/challenges are you experiencing?**

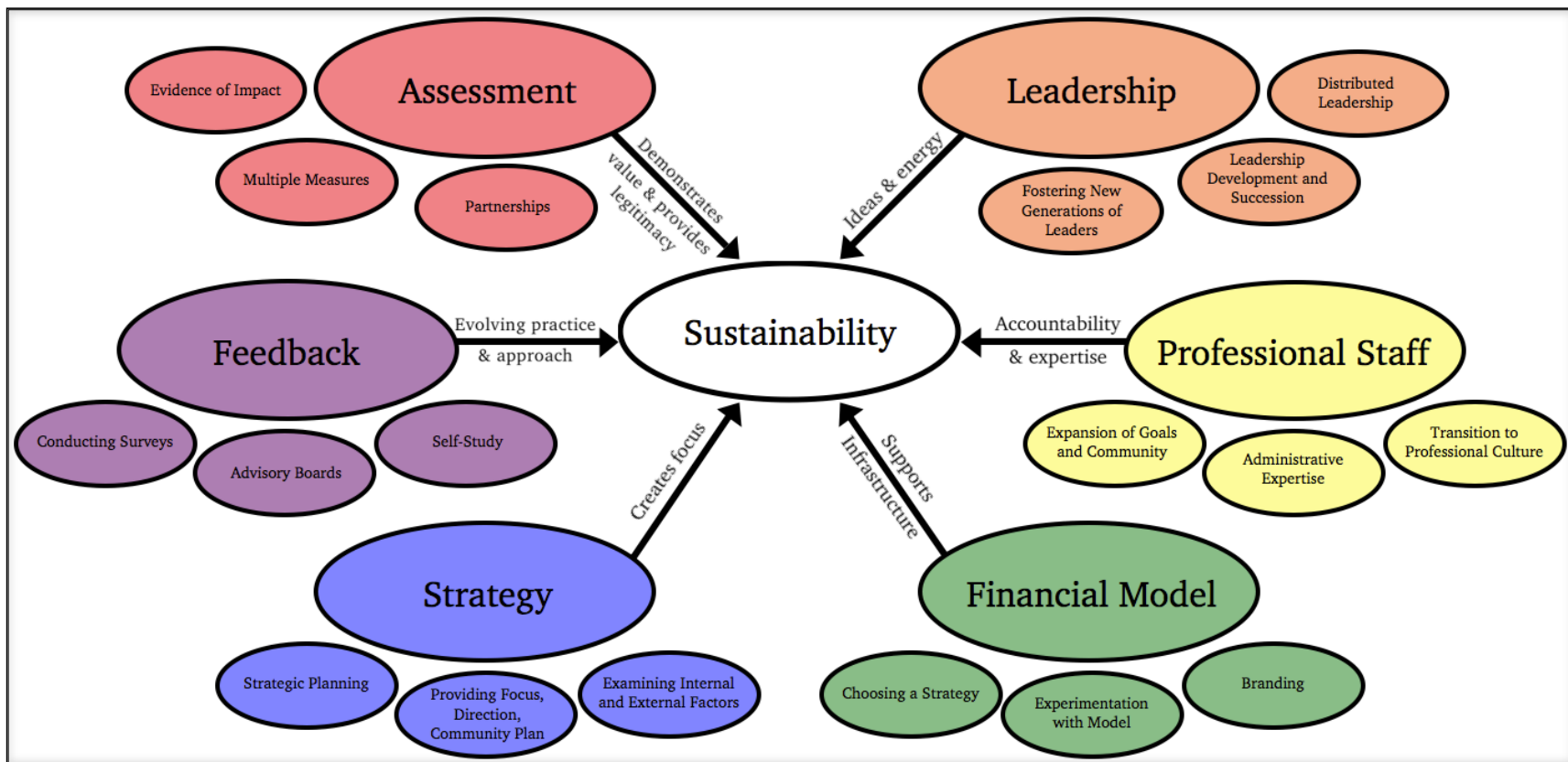
Write your RCN name on each sticky note and place them on the appropriate sheet on the wall.



Model of Core Design Characteristics for Engagement in STEM Communities of Practice



+ Sustainability Model for Non-Organizationally-Situated STEM Reform Communities of Transformation

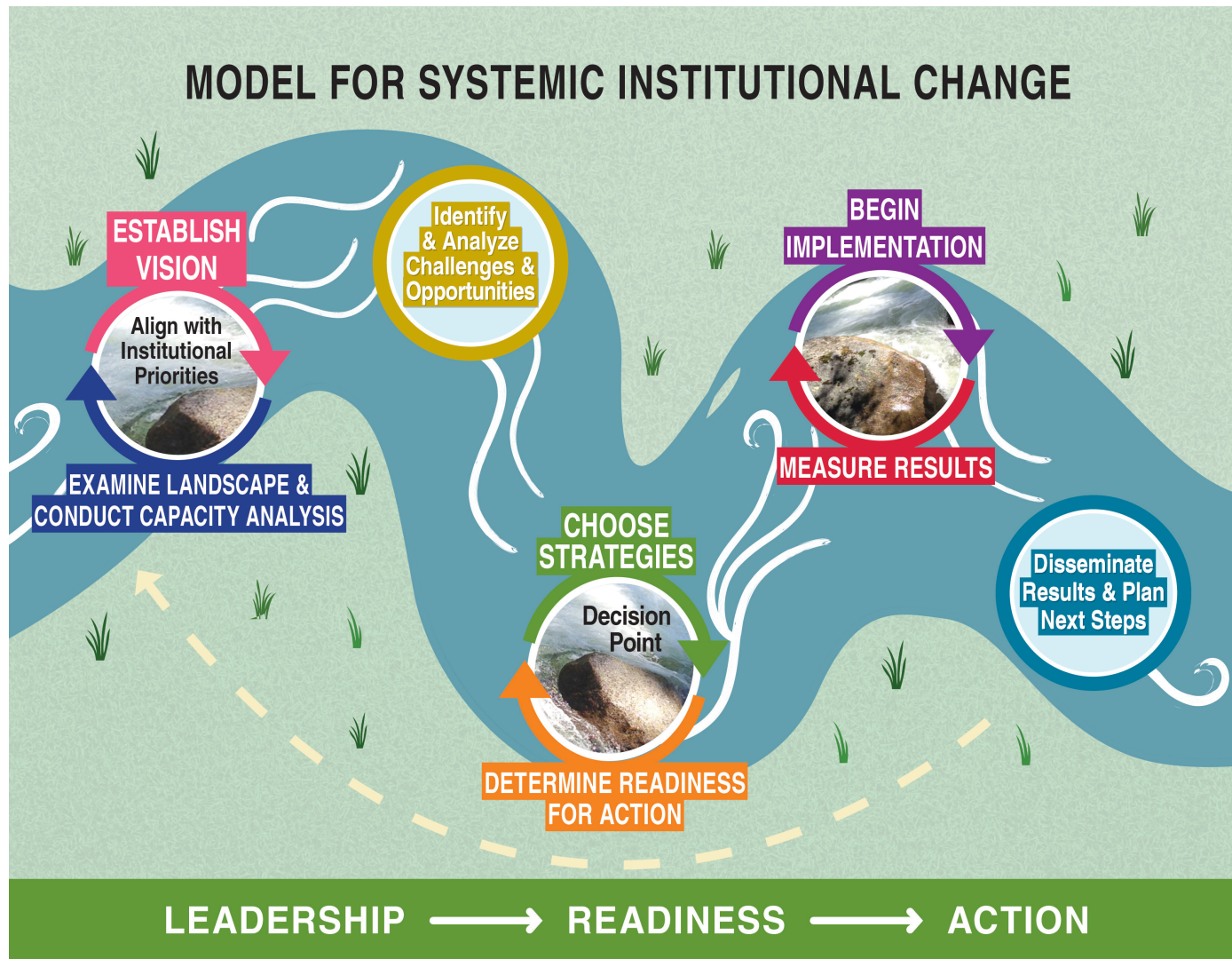


From Kezar and Gehrke, in press, *Lasting STEM Reform: Sustaining Non-Organizationally Located Communities of Practice Focused on STEM Reform*.

+ Think and Share:

On the provided survey:

1. Rate your RCN on how developed you are in each of these areas:
1 (low) to 5 (high)
2. Rate your RCN on each area with respect to how important it is:
1 (low) to 5 (high)
3. What other areas/factors have you found to be important?



Project Website: <http://www.aacu.org/pkal/educationframework>; also Spring 2015 Peer Review:

Elrod, S.L. and A. Kezar (2015) In *Transforming STEM Education*. Linda Slakey and Gabriela Weaver, Eds. West Lafayette, IN: Purdue University Press.