McPherson College
Community by Design 2.0 Faculty Session
February 16, 2022

Feedback on Current Framework
- The landing page was not functioning temporarily
  (Should be working now: https://strategic.mcpherson.edu)
- Retention and attracting serious students should be a priority
- How will we afford the debt project *and* scholarships?
- How do we grow and maintain a sense of community among students and colleagues?

Discussion on defining "Community"
- Phrases and words to describe community included:
  - People who look out for each other
  - People with shared interests
  - People with shared purpose
  - Feeling connected
  - Sense of embeddedness and interconnectedness and belonging
  - Invested group of people who are engaged with others
  - People who share common behaviors like mercy, humility, graciousness, and justice
- Important to understand that there are "good, healthy" communities and "unhealthy" communities and it should be recognized that it can be hard to be an "insider" at MC given certain norms we've created—we should always be working to include rather than punish or shame whether intentional or not
- Efforts that might be done to encourage community might be excluding people. Example: By criticizing students vs. encouraging them we might be isolating them rather than improving their performance; and by promoting GCTWF we might be excluding those that are new and others who don't agree that we are that great
- Setting community building goals would be important
- Community is not limited to physical spaces as we consider the virtual world
- If community is the value, what behaviors demonstrate that value?
- What is our shared purpose? What can we all get behind no matter our personal beliefs?
- COVID has changed our perspective on community and how we think about it is heavy. Interactions with people feels harder. Emotionally it will be hard to find a sense of community post-pandemic
  - The "mouth is the window to the soul" and mask-wearing has created a barrier to building community and personal relationships
  - In our jobs we are accustomed to "leaning in," however, the past two years we have found ourselves leaning out