

TABLE TALKS RECURRING THEMES

As part of his First One Fifty listening tour, President Nelson hosted weekly Table Talks. These small gatherings of faculty, staff, and students were invaluable in gaining insight about the campus community. Participants were asked to come prepared to respond to three key prompts.

13 TABLE TALK SESSIONS
121 PARTICIPANTS
(25 STUDENTS,
37 FACULTY, 59 STAFF)

WHAT DO YOU LIKE MOST ABOUT MASSART? or WHAT IS ONE THING THE COLLEGE DOES WELL?

SUPPORTIVE AND INCLUSIVE COMMUNITY

- Commitment to each other. Commitment to students' well-being and growth.
- Collaborative, full of possibility: *"I never hear 'no,' but instead 'How can we make this work?'"*
- Sense of community: *"From the custodian to the president."*

HISTORY AND PUBLIC MISSION: ONE AND ONLY IN THE NATION

- Accessibility: *"Providing what is everybody's right."*
- Communal commitment: *"Work has meaning."*

SURROUNDED BY CREATIVITY

- You never know what to expect each day: *"It's hard to have a boring day at MassArt."*
- Challenged and inspired by everyone's passion and drive.

STUDENTS AND COLLEAGUES

- Students: unpretentious, strong work ethic, bright, altruistic, unique, extraordinary, passionate.
- Colleagues: gracious, disciplined, knowledgeable and creative in teaching and program development.

WHAT WOULD YOU CHANGE ABOUT MASSART? or WHAT COULD WE DO BETTER?

COMMUNICATION/TRANSPARENCY/CONNECTION

- Need one place for events, announcements, and colleague accolades.
- Lack of communication and transparency in decision-making.
- Better communication of policies and procedures, and notification when they change.
- Lack of integration and communication across departments. Too compartmentalized.
- More unscripted cross-campus engagement built into the academic schedule.
- We should benefit from each others' best practices and expertise.
- More cross-teaching, team teaching and opportunities to discuss pedagogy across majors.

PROCESSES AND ORGANIZATION DEVELOPMENT

- Processes need to be streamlined and simplified.
- Increased bureaucracy and too top-down: *"We're pushing and pulling instead of working together."*
- Stifles risk-taking and innovation, and creates a lack of transparency.
- Little forethought about support for new initiatives - solicit input from support staff.
- Need ability to comment/question from ground level instead of climbing the hierarchy.

RESOURCES

- Culture of vying for resources - creates departmental battles, territorial silos, and distrust.
- Increased and more diverse staffing.
- Upkeep, renovation or a refresh of resources in department and common areas: *"Our facilities should represent the best of us."*
- More art around campus, particularly student art.

WHAT ONE PIECE OF ADVICE DO YOU HAVE FOR THE PRESIDENT?

KEEP COMMUNICATING, LISTENING AND LEARNING

- Continue Table Talks with staff, students and faculty.
- Continue to show up at events: *"You have to get to know us, and this is how."*
- Have strong and transparent communication: Be clear on what is being done, when, and why.
- Communicate with those who are going to execute decisions: *"Remember that the staff here are wonderfully diverse, skilled and talented - we're your toolbox and together we make a mighty toolbox."*
- Be willing and confident to make difficult changes even when there is disagreement.
- Seek the dissenting voice.
- Don't expect nor accept "business as usual."
- Build trust in the community.

REMEMBER THAT MASSART IS A FAMILY

- Create an encouraged community where everyone feels valued, with opportunities to grow and shine.

MASSART

FIRST ONE FIFTY MEETINGS

PRESIDENT DAVID NELSON

June - October 2016

First One Fifty is President Nelson's plan to inform a productive and successful start to his tenure as MassArt's 12th president, and for making the most of his first 150 days in his role.

EXTERNAL COMMUNITY

34 CULTURAL & EDUCATIONAL LEADERS, GOVERNMENT & CIVIC LEADERS

4

STATE EDUCATION & BOSTON PUBLIC SCHOOL OFFICIALS

8

STATE/CITY ELECTED OFFICIALS

2

STATE/CITY CULTURAL AGENCIES

10

MA STATE UNIVERSITY & COMMUNITY COLLEGE PRESIDENTS

6

DAYS AASCU & NEASC NEW PRESIDENTS TRAINING

4

MUSEUM & GALLERY LEADERS

16 EXTERNAL PUBLIC EVENTS

8

CONVENTIONS, CONFERENCES, THINK TANKS

5

GALLERY RECEPTIONS, OPEN STUDIOS, RUNWAY SHOWS, PERFORMANCES

3

MEDIA INTERVIEWS

18 BOARD OF TRUSTEES, FOUNDATION BOARD & CORPORATE ADVISORY COUNCIL

16

INDIVIDUAL MEETINGS

2

WELCOME RECEPTIONS

19 LOCAL COMMUNITY AND CONSORTIA

10

MISSION HILL, ROXBURY & FENWAY PARTNERS VISITS

9

FENWAY ALLIANCE, MASCO, COLLEGES OF THE FENWAY MEETINGS & EVENTS

30 ADVANCEMENT

3

DONOR RECEPTIONS

19

MEETINGS WITH FOUNDATIONS, DONORS & ALUMNI

8

ALUMNI EVENTS & STUDIO/BUSINESS VISITS

CAMPUS COMMUNITY

20 ACADEMIC

14

ACADEMIC DEPT. MEETINGS & VISITS

2

ACADEMIC DEPT. CHAIRS MEETINGS

4

FACULTY DINNERS

4

PROFESSIONAL & CONTINUING ED. EVENTS & CLASSROOM VISITS

4

GRADUATE STUDIES MEETINGS & EVENTS

14 STUDENT

1

DAY OF NEW STUDENT ORIENTATION EVENTS

4

STUDENT PRIMER & RESIDENT ADVISOR WORKSHOPS

2

PIZZA WITH PRESIDENT STUDENT GATHERINGS

45 ADMINISTRATIVE

18

ADMIN. DEPT. MEETINGS & VISITS

6

FACILITY TOURS, MEETINGS & VISITS

5

MEETINGS WITH PAST PRESIDENTS & PROFESSORS, HISTORIANS

6

MEETINGS WITH UNION STEWARDS

3

PUBLIC SAFETY FOCUSED MEETINGS

33 MASSART COMMUNITY-WIDE EVENTS

12

PANELS, LECTURES, VISITING ARTISTS & EXHIBITIONS

8

COMMUNITY GATHERINGS

13

TABLE TALKS