

FLORIDA ATLANTIC UNIVERSITY
OFFICE OF APPRECIATIVE EDUCATION
APPRECIATIVE EDUCATION IN ACTION
FALL 2022 FREE WEBINAR SERIES

Leveraging the Thriving and Appreciative Education Frameworks to Support Student and Workplace Well-Being & Engagement

A Step Toward Becoming Thriving & Appreciative Campuses

Facilitated By: Amanda Propst Cuevas, PhD
September 29, 2022



Take A Mindful Minute to Breathe

Photo Credit: Michelle Louis, PhD



Today's Webinar

WHAT DO STUDENTS
NEED FROM US AND
WHAT DO WE NEED
FROM OUR
INSTITUTIONS?

- I MATTER.
- I BELONG.
- YOU SEE ME.
- YOU HEAR ME.
- YOU SUPPORT ME.
- YOU BELIEVE IN ME.
- YOU CARE ABOUT ME.

HU
HUMAN

*I have learned
that people will
forget what you
said, people will
forget what you
did, but people
will never forget
how you made
them feel.*

*Maya Angelou
1928-2014*



ASPIRATION: TO BECOME THRIVING AND APPRECIATIVE CAMPUSES

Members Adopt an Appreciative Mindset

- #CareOut Loud: Lead with empathy, authenticity, & compassion, and intentionally care about others
- #People Before Process:
Fully human-centered



Members Apply the Thriving & Appreciative Education Frameworks:

- to build positive relationships
- to engage learning in and out of the classroom
- to lead engaged teams, departments, and the institution
- to help ALL members of the campus community **THRIVE**

A collage of various gardening tools and equipment. On the left, a pair of bright yellow rubber boots stands next to a silver watering can. In the center, a grey shovel and a smaller grey trowel with wooden handles are visible. To the right, there are a pair of green gardening gloves, a pair of orange-handled pruning shears, a stack of terracotta pots, and a black plastic bucket. The background is a lush green garden with various plants and flowers.

OUR TOOLS



TOOL 1: THRIVING



Thriving: Fully engaged, energized, and making the most of the college experience.
(Schreiner, 2022)

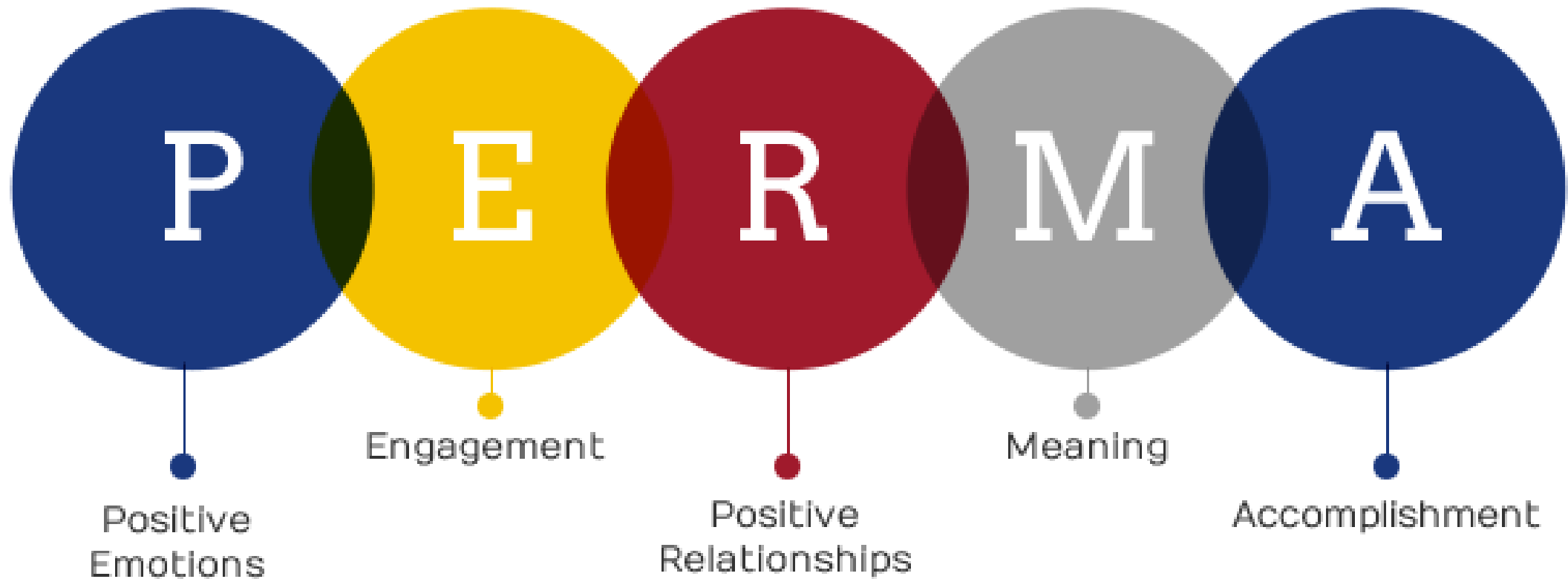


Laurie A. Schreiner, PhD

“Academic, Psychological, & Social Well-Being & Engagement”
(Schreiner, 2010; 2016)

www.thrivingincollege.org

Introducing a New Theory of Well-Being



<https://www.authentichappiness.sas.upenn.edu/learn>

What Happens When Students Thrive?



Academically
Determined



Engaged in
Learning



Maintain
Positive
Perspective



Make a
Difference as
Diverse Citizens



Socially Connected
to Others in
Positive Ways

What Helps Student Thrive?

- Talent awareness
- Healthy relationships
- Reframing negative events
- Involvement on campus
- Vital engagement in community
- Engaged learning

Schreiner, L. A. (2013a). Thriving in college. *New Directions for Student Services*, 143, 41-52. Used with permission.





Pathways to Thriving

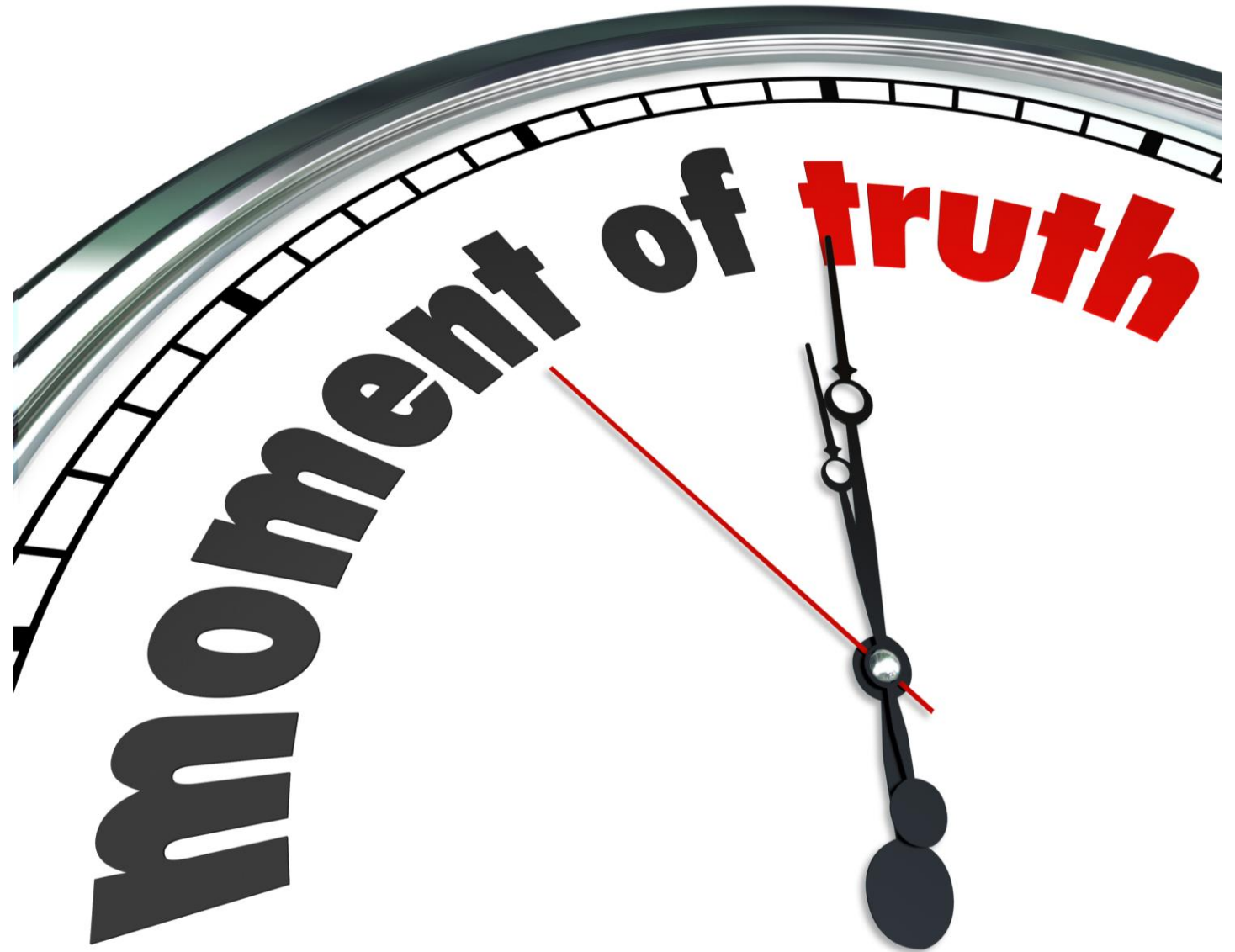
- **Psychological Sense of Community**
- Student-Faculty Interaction
- Campus Involvement
- Spirituality (Meaning & Purpose)
- Major Certainty & Degree Goal
- **Institutional Integrity**

OUTCOMES:

- Enhanced Sense of Belonging & Fit
- Increased Satisfaction
- Greater Academic Achievement
- Persistence to Degree
- Retention

Schreiner, L. A. (2013). Thriving in college. *New Directions for Student Services*, 143, 41-52.

Every interaction a student has with a member of the campus is a moment of truth that changes their perception of the institution – positively or negatively!



Used and Adapted with Permission From Laurie A. Schreiner, PhD

TOOL 2: APPRECIATIVE ADVISING



“Appreciative Advising is the intentional collaborative practice of asking generative, open-ended questions that help students optimize their educational experiences and achieve their dreams, goals, and potentials.”

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.



Disarm

Make a positive first impression with the student, build rapport, and create a safe, welcoming space.



Discover

Ask generative open-ended questions that help advisers learn about students' strengths, skills, and abilities.



Dream

Inquire about students' hopes and dreams for their futures.



Design

Co-create a plan for making their dreams a reality.



Deliver

The student delivers on the plan created during the Design phase and the adviser is available to encourage and support students.



Don't Settle

Advisers and students alike need to set their own internal bars of expectations high.



“Appreciative Administration is fundamentally situated as a human experience and involves the intentional, consistent, and aspirational practice of establishing trusting relationships in which team members’ strengths and skills are identified and leveraged to co-create and achieve organizational and personal goals.”

(Elsberry, 2022)

Elsberry, M. (2022). *Appreciative administration: A grounded theory of how the appreciative education theory-to-practice framework is being infused into higher education* [Unpublished doctoral dissertation]. Florida Atlantic University.

TOOL 3: APPRECIATIVE ADMINISTRATION



Disarm

Create a safe, welcoming community. Establish a sense of belonging and a culture in which all employees' voices are valued and respected.



Discover

Uncover individual & organizational strengths and successes. Focus on what is going right on both individual and organizational levels.



Dream

Create a shared vision for the future. Encourage employees to also reflect on their own individual dreams.



Design

Co-create concrete, incremental, and achievable goals.



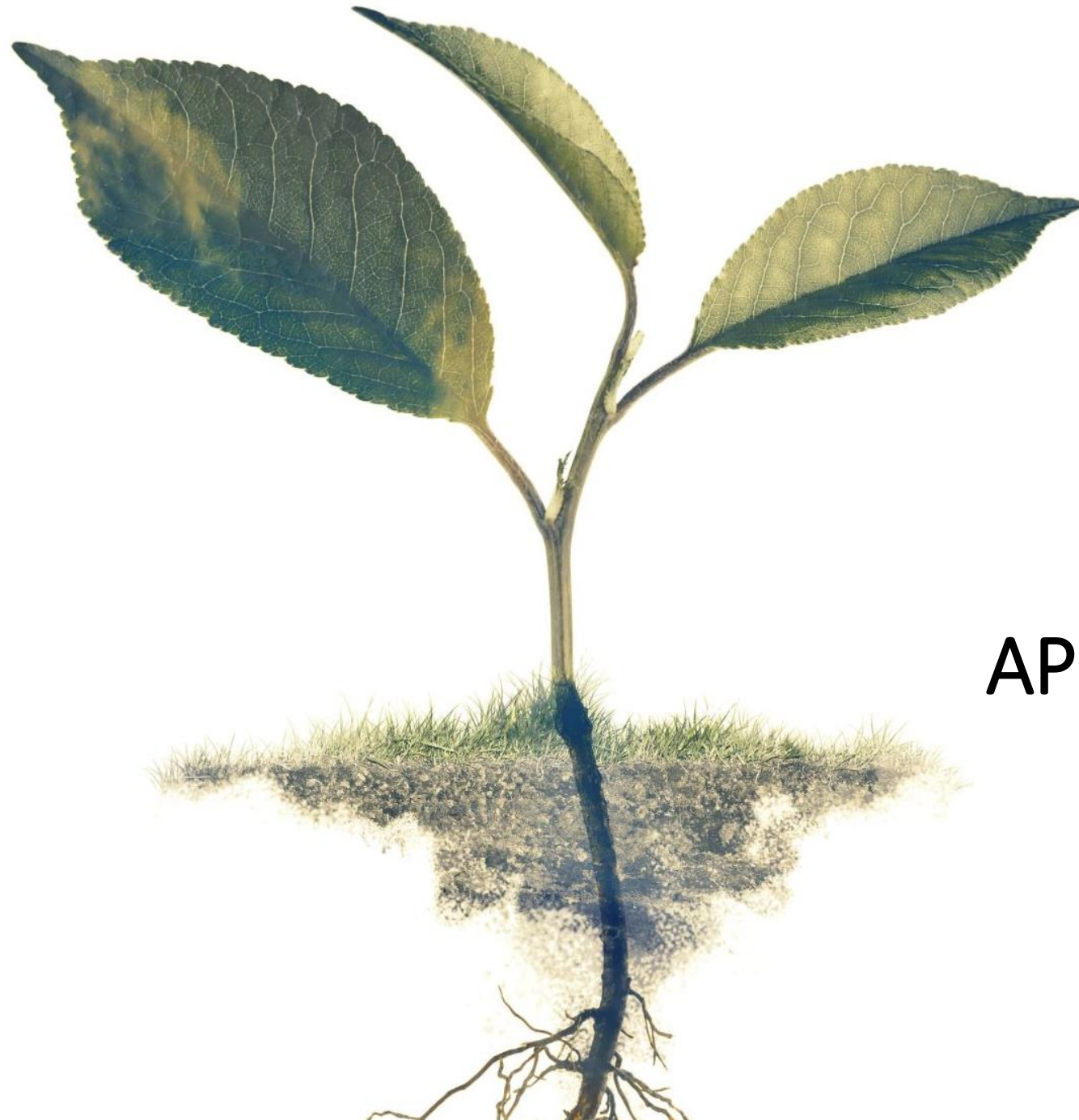
Deliver

Provide support, feedback, and resources to carry out the plan. Allow employees to flex their "grit" and resilience muscles.



Don't Settle

Challenge employees to proactively raise their internal bar of self-expectations



APPRECIATIVE ROOTS

Theoretical Underpinnings

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.

Appreciative Inquiry
(Cooperrider, 1990)

Positive Psychology
(Seligman, 1998)

Scaffolding
(Vygotsky, 1978)

Self-Worth Theory
(Covington, 1992)

Social Constructivism
(Dewey, 1916)

Validation Theory
(Rendón, 1994)

Sense of Belonging
(Strayhorn, 2020)
among others

“Appreciative Inquiry (AI) is the cooperative search for the best in people, their organizations, and the world around them...AI involves the art and practice of asking questions that strengthen a system’s capacity to heighten positive potential”

(Cooperrider & Whitney, 2000, p. 10)

App-pre'ci-ate, v.,

1. valuing; the act of recognizing the best in people and the world around us; affirming past and present strengths, successes and potential; to perceive things that give life (health, vitality, excellence) to living systems

2. to increase the value

Synonyms: valuing, prizing, esteeming and honoring

“What we appreciate appreciates.”

- Lindsey Godwin, PhD,
Academic Director, Cooperrider
Center for Appreciative Inquiry,
Champlain College

In-quire' (kwir), v.,

1. the act of exploration and discovery.

2. To ask questions; to be open to seeing new potentials and possibilities.

Synonyms: discovery, search, and systematic exploration, study

<https://appreciativeinquiry.champlain.edu/learn/appreciative-inquiry-introduction/>

TOOL 4: APPRECIATIVE MINDSET



Bloom, J. L., Hutson, B. L., & He, Y. (2008). The appreciative advising revolution. Stipes Publishing.



**WHAT HELPS YOUR
STUDENTS **THRIVE** ON YOUR
CAMPUS?**

zoom
BREAKOUT ROOMS

A photograph of a well-maintained garden path. The path is made of irregular, light-colored stone slabs set in a dark mulch. On either side of the path are dense beds of various flowers. In the foreground, there are purple hyacinths on the left and yellow flowers on the right. Further down the path, there are pink and magenta flowers, followed by blue flowers. In the background, there are white flowers, red flowers, and yellow flowers. The garden is surrounded by green grass and trees, creating a lush and colorful scene.

A Gardening Parable by Laurie A. Schreiner, PhD

Used with Permission from Laurie A. Schreiner, PhD



Used with Permission from Laurie A. Schreiner, PhD

GREEN ACRES



GREEN ACRES
PANSY
\$2.99



Used with Permission From Laurie A. Schreiner, PhD



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It's all about the soil!



Used with Permission from Laurie A. Schreiner, PhD

We can choose to look for the ideal student
or we can choose to become the ideal campus





THE MORAL OF THE STORY

When a flower doesn't bloom, you fix the environment in which it grows, not the flower."

-Alexander Den Heijer



A JARRING QUESTION

How can we help our students thrive and succeed, if we aren't thriving and succeeding in the workplace?

A blurred office desk scene featuring a black and white mug, papers, a pen, and a paperclip. A white brushstroke graphic is overlaid on the right side of the image, containing the text 'APPLICATION: OUR WORKPLACE'.

**APPLICATION:
OUR WORKPLACE**

The biggest concern for any organization should be when their most passionate people become quiet.



LINKEDIN.COM

When Your Most Motivated Employees Become Quiet!

The World Health Organization officially recognizes workplace 'burnout' as an occupational phenomenon

Ashley Turner | @Ashley_MTurner

Published 19 Hours Ago Updated 15 Hours Ago

CNBC.com

- For the first time, the World Health Organization classifies workplace burnout as an occupational phenomenon.
- The WHO says it is a syndrome resulting from chronic workplace stress that has not been successfully managed.
- Burnout is not classified as a medical condition.

I QUIT!

THE GREAT RESIGNATION

**"People don't leave jobs,
They leave toxic work cultures"**

Dr Amina Aitsi-Selmi



About th

LINKEDIN.COM

Toxic environments make people sick, make projects fail, and make best employees quit.

“Yoga won’t save us. How do we build workplaces in which we *love* to work?”

**-Mykel Beorchia, Executive
Director of University and Executive Advising,
Utah State University**



A Conversation With Colleagues



- 1. Tell me about at time, a situation, or a position when you felt most engaged, alive, and energetic at work?**

(adapted from Whitney et al, 2010, p. 47)

- 2. What tools and strategies will you engage to create a thriving workplace?**

zoom
BREAKOUT ROOMS

Whitney, D., Trosten-Bloom, A., & Rader, K. (2010). *Appreciative leadership: Focus on what works to drive winning performance*. McGraw-Hill.



THE OAE TEAM: WALKING THE TALK

Work and life influence each other...It is in both the individual's and the organization's best interest for people to thrive in all aspects of their life....Wellbeing can be transformed...All things being equal, thriving in what you do *every day* makes for stronger relationships, a more secure financial life, good health and greater community involvement....generally speaking, the best starting point [to influence net thriving] is career wellbeing.



(Clifton & Harter, 2021, pp. 34-36)

Clifton, J., & Harter, J. (2021). *Wellbeing at work: How to build resilient and thriving teams*. Gallup Press.

REMEMBER OUR WHY

“Education is the most powerful means of increasing individual opportunity and creating more prosperous, fair, and just societies. So to have the privilege of participating in that mission is as much as anybody could hope for in life.”

–B. Joseph White

Reiter, A. F. (2005). Meet Joe White: New UI president talks about leadership, goals and responsibility.” *Illinois Alumni Magazine*, 17(5), 20–23.

ESTABLISH A PSYCHOLOGICAL SENSE OF COMMUNITY



*“Trust is in fact earned in the smallest of moments...It is earned through paying attention, listening, and gestures of genuine care and concern”
(Brown, 2018, p. 18).*

Nelson, A., Wilkerson, S., Hursh, B., Barria, L., Cosgrove, K., Freire, J., Natalus, R., Nevin, A., Propst Cuevas, A. E., & Bloom, J. L. (2021). Employing the Appreciative Education framework to innovatively deliver the virtual Appreciative Advising Institute. *Journal of Appreciative Education, (8)*, 73-83.

Brown, B. (2018). *Dare to lead*. Random House.

Guiding Mantras



We Can Do Hard Things. –Glennon Doyle



Everything Is Figureoutable. – Marie Folio



Do The Best You Can Until You Know Better, And When You Know Better, Do Better. –Maya Angelou



If You Were Great Right Now, What Would Great Look Like?
–Cy Wakeman



People Before Process. – Mykel Beorchia



GRACE!



Oh Shift! – Jennifer Powers

INTENTIONALLY COMMIT TO WELLBEING

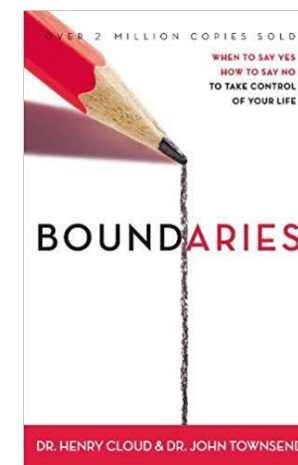


“What fills your cup? You can’t pour from an empty cup. We give to others out of our overflow.”

-Tyree Vance



IT'S OKAY
NOT TO
BE OKAY.



ASK APPRECIATIVE QUESTIONS

“Inquiry is the most direct, simplest, and fastest way to foster engagement and generate responsibility for the future” (Whitney et al., 2010, p. 43).

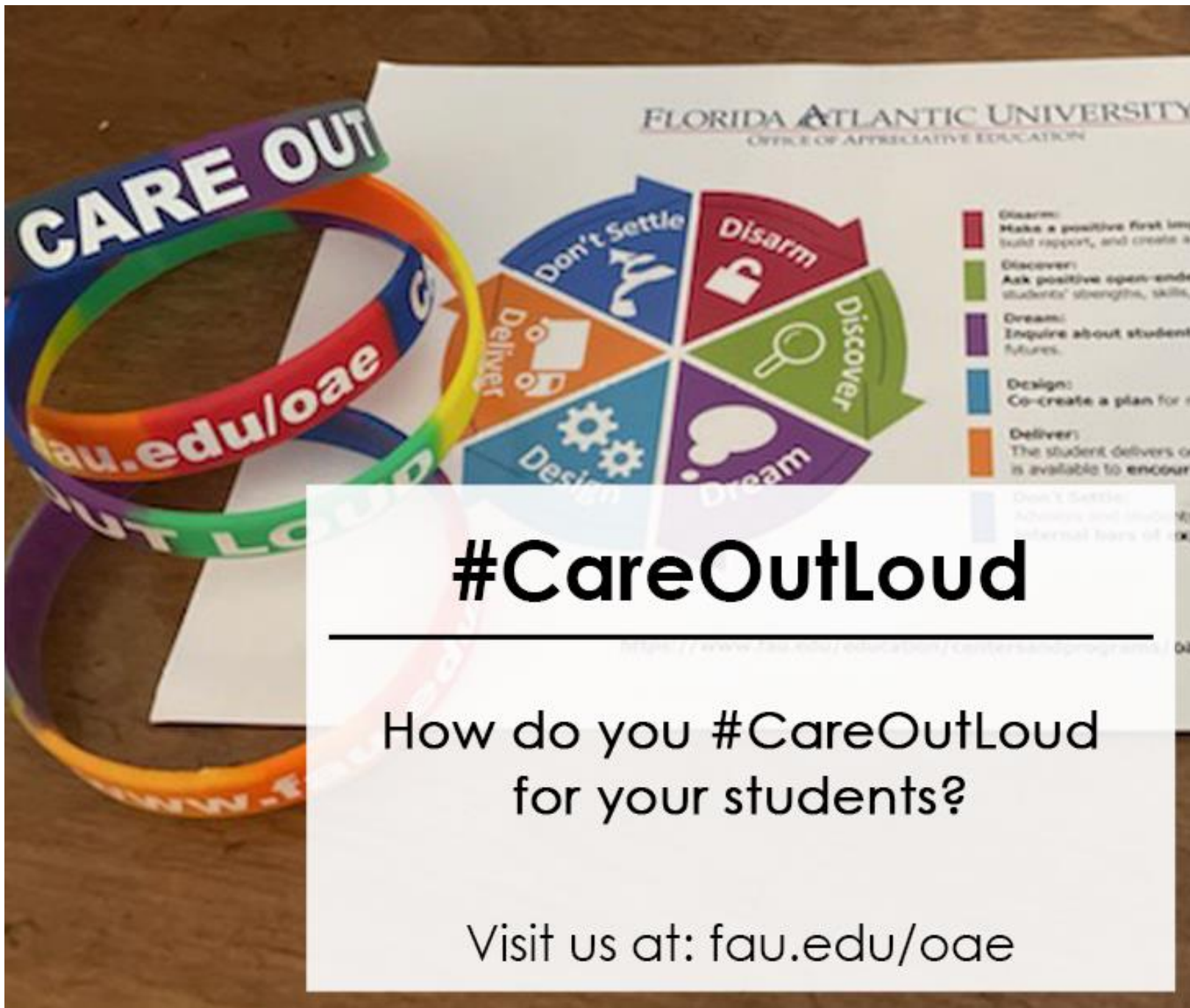
Individual

- When I look at these activities, which made me feel strong and brought a sense of joy, accomplishment, flow, and deep engagement? (Harter, Schmit, & Keyes, 2003; Heath & Heath, 2017).
- What opportunities exist to do what I do best in my current role? (Harter, Schmidt, & Keyes, 2003, p. 212)

Team

- “What is it about this team - structure, systems, processes, stuff, policies, leaders, strategy - that creates conditions where you flourish?” (Cooperrider, et al., 2008, p. 115).
- Who on our team is best suited to carry out these roles/tasks?
- What do we need from this team to thrive?
- What can we stop/start/continue doing?

Heath, C., & Heath, D. (2017). *The power of moments: Why certain experiences have extraordinary impact*. Simon & Schuster.; Harter, J. K., Schmidt, F. L., & Keyes, C. L. M. (2003). Well-being in the workplace and its relationship to business outcomes: A review of the Gallup studies. In C. L. Keyes & J. Haidt (Eds.) *Flourishing: Positive psychology and the life well-lived*. American Psychological Association.; Heath, C., & Heath, D. (2017). *The power of moments: Why certain experiences have extraordinary impact*. Simon & Schuster.; Whitney, D., Trosten-Bloom, A., & Rader, K. (2010). *Appreciative leadership: Focus on what works to drive winning performance*. McGraw-Hill.



APPRECIATE & RECOGNIZE

“All of us thrive in an atmosphere of appreciation” (Chapman & White, 2012, p. 24)

Chapman, G., & White, P. (2012). *The 5 languages of appreciation in the workplace: Empowering organizations by encouraging people*. Northfield Publishing.

Schwantes, M. (2022, June 8). Why are people leaving their jobs? It could come down to 1 thing they're not getting from their bosses One simple strategy will lead to significantly more loyal and committed employees. *Inc.*

<https://www.inc.com/marcel-schwantes/why-are-people-leaving-their-jobs-it-could-come-down-to-1-thing-theyre-not-getting-from-bosses.html>

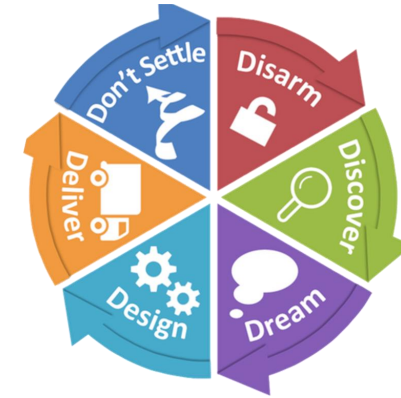
#CareOutLoud

How do you #CareOutLoud for your students?

Visit us at: fau.edu/oe

1:1 Meeting Template

Shared with Permission from Mykel Beorchia, Utah State University

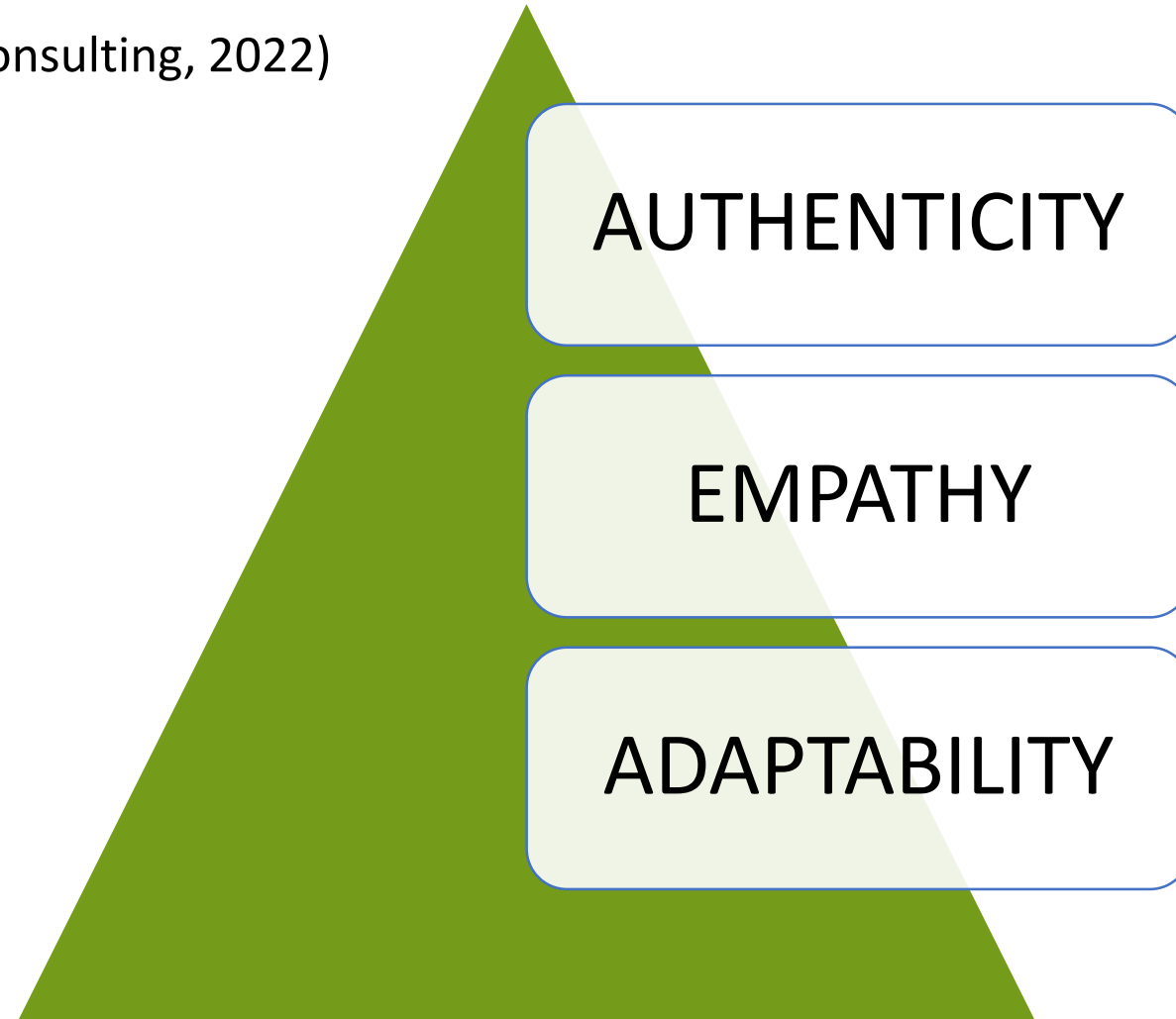


321

Name	Date	Three accomplishments (data points/highlights/breakthroughs/success stories/high point).	Two things you are doing to prepare for upcoming projects or challenges.	A story of one stakeholder or colleague who is deserving of sincere praise.
McKayla	5/24/2022	Proud: Learning new systems Easiest: Achieve Hardest: Argos. So many reports. How to look at in? First appointment: Relied on Olivia. If you get stuck, say "What do you think about this?" 60 credits project. Connect with the students and email them.	Prep before you do appointments. You have an idea of what the student is asking. Front and Center. Listened to the first one. Creating outreach plan.	Madison. Invited to lunch. Checkins for no reason.

EMPLOY HUMAN LEADERSHIP

(Gartner Consulting, 2022)



Constantino, A. K. (2022, Sep 21). Your workplace desperately needs this type of boss, researchers say – but only 1 in 4 employees have one. <https://www.cnbc.com/2022/09/21/workers-need-empathetic-flexible-boss-research-indicates.html>

HOW DO I GET STARTED?

Pocket of Greatness



Collins, J. (2001). *Good to Great: Why some companies make the leap...and others don't*. HarperCollins.

Appreciative Mindset



Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.

[Educators] are often working in high-stress conditions in which they experience a sense of being overwhelmed and exhausted. It may seem that what is needed is rest, but the antidote for exhaustion is not necessarily rest, but wholeheartedness. Working wholeheartedly in education requires courage—a word that comes from the old French word ‘cuer,’ meaning heart—as well as new understandings and approaches. It requires imaginative visualizations and creative flights of fancy of what people want as well as clear designs regarding how to get there. It is challenging, but not impossible work.

(Tschannan-Moran & Tschannan-Moran, 2020, p. 104)

Tschannen-Moran, M., & Tschannen-Moran, B. (2020). *Evocative coaching: Transforming schools one conversation at a time*. (2nd ed). CORWIN.



What is one action step that you will commit to today?

**WHAT
YOU DO
MATTERS**

KEY TAKEAWAY



Thank you!

“The greatest possible contribution which any one of us can make to the world is just to be ourselves at our best.” - Unknown

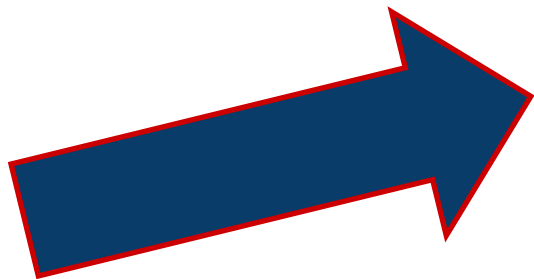
Contact Me:

Amanda Propst Cuevas, PhD
oe@fau.edu

LinkedIn: Amanda Propst Cuevas
(cell) 217.597.3770

**Bookmark our
homepage to stay up
to date on all things
Appreciative
Education**

FAU.EDU/OAE



The screenshot shows the website's navigation menu with buttons for Home, Professional Development, #CareOutLoud, Resources & Spotlights, Journal of Appreciative Education, and About Us. The main heading is "OFFICE OF APPRECIATIVE EDUCATION" with a tagline: "Appreciative Education is becoming THE theory-to-practice framework for leading innovative educational institutions across the world". Below this is a section for "PROFESSIONAL DEVELOPMENT OFFERINGS" featuring six video thumbnails:

- APPRECIATIVE ADVISING INSTITUTES
- APPRECIATIVE ADVISING ACADEMY
- APPRECIATIVE ADVISING ONLINE COURSE
- APPRECIATIVE ADMINISTRATION ONLINE COURSE
- BECOME A CERTIFIED APPRECIATIVE ADVISER
- APPRECIATIVE EDUCATION IN ACTION FREE WEBINARS

At the bottom, a blue box contains the text: "What is the Difference between the Virtual Appreciative Advising Institute and the Appreciative Advising Online Course?"

Coming Soon!!

**Appreciative Education in Action
Fall 2022 Free Webinar Series**

REGISTRATION COMING SOON!

- | | |
|---------------|--|
| Sept 29, 2022 | Leveraging the Thriving and Appreciative Education Frameworks to Support Student and Workplace Well-Being & Engagement |
| Oct 20, 2022 | An Appreciative Advising Approach to working with TRIO Students |
| Nov 10, 2022 | Appreciative Peer Mentorship: From Professional Development to Impacting the Student Experience |



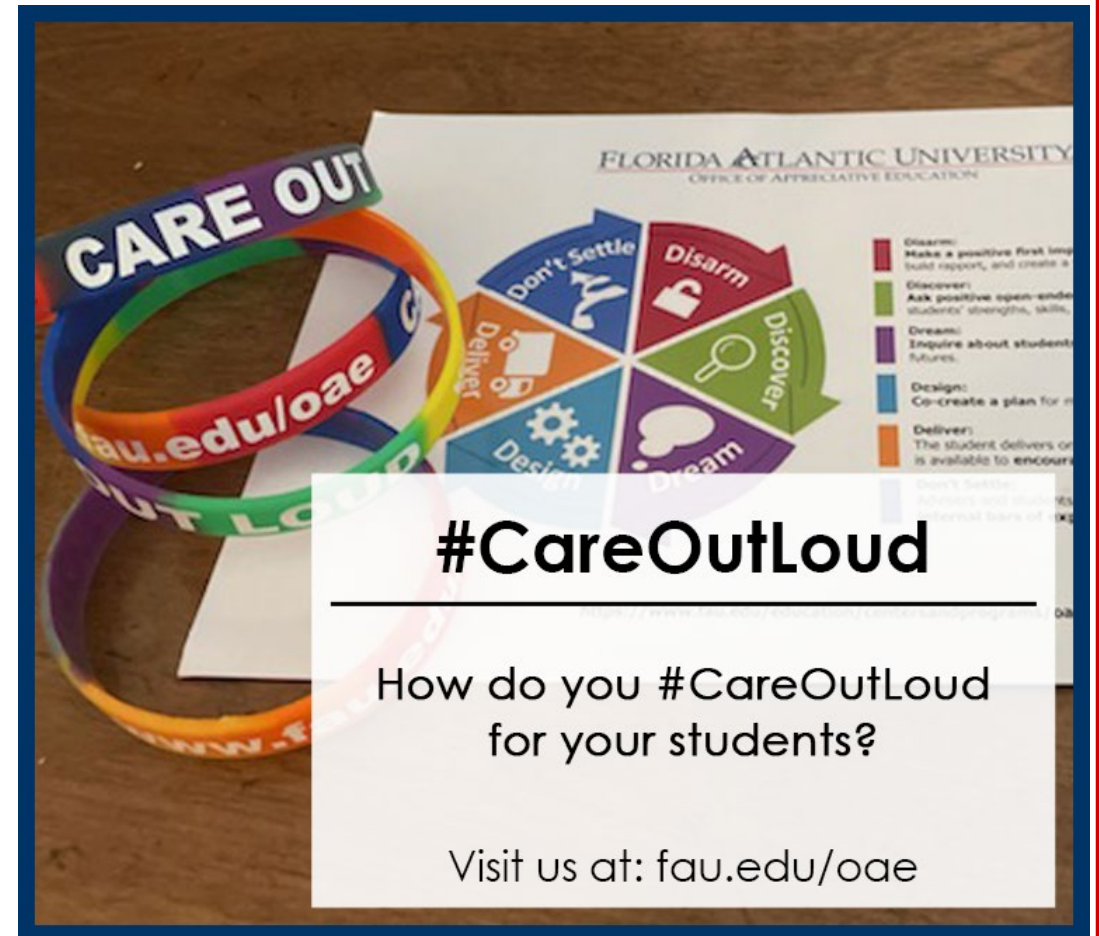
To view past webinars, please visit our website www.fau.edu/oe/webinars/



CARE OUT LOUD

with FAU's Office of Appreciative Education

#CareOutLoud is a key feature of Appreciative Advising. As Appreciative Educators, we are committed to "caring out loud," that is, intentionally demonstrating to students and colleagues that they matter.

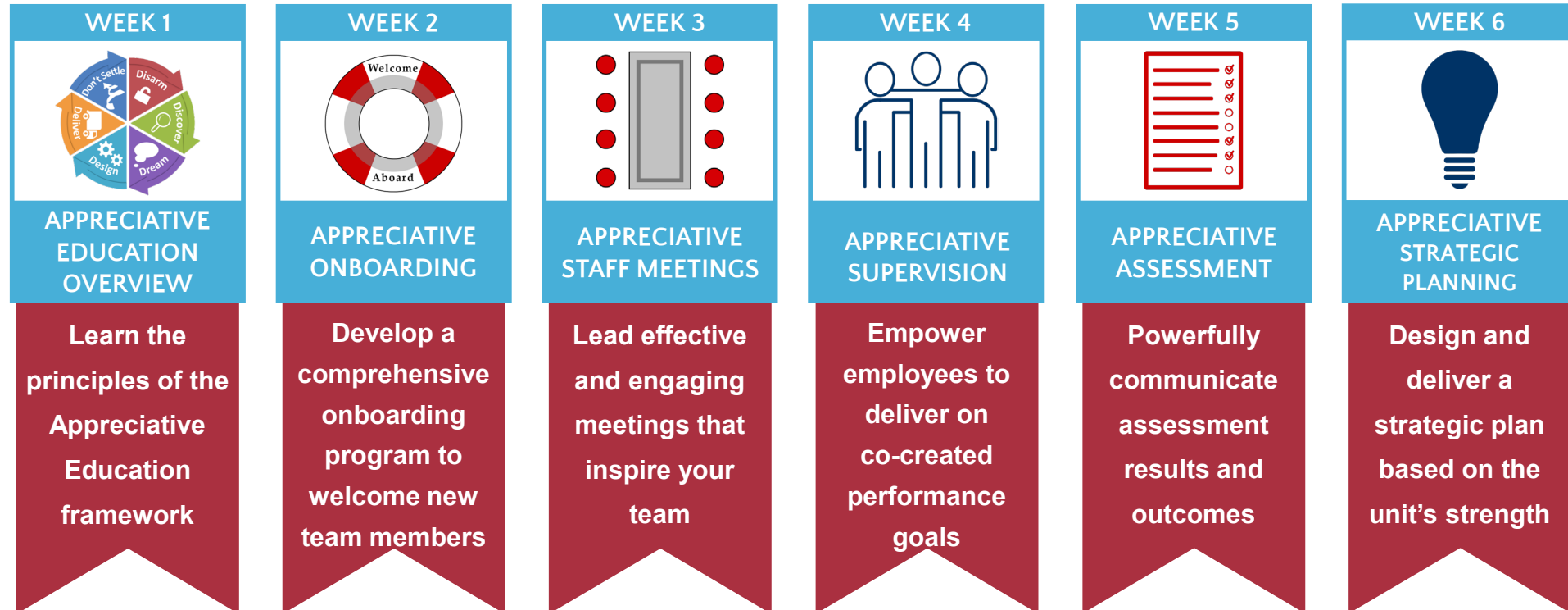


APPRECIATIVE ADMINISTRATION ONLINE COURSE

Hone your Administration Skills using the Appreciative Education Theory-to-Practice Framework

6-Weeks | Asynchronous Non-Credit Online Course

This course provides community members with the opportunity to learn specific skills, techniques, and practical applications for becoming an effective Administrator by using the Appreciative Education framework.



2022-2023 ONLINE COURSE OFFERINGS

FALL 2022	SPRING 2023	SUMMER 2023
Oct 3 – Nov 14	Feb 20 – Apr 3	May 30 – July 10

PRICING

Registration:
\$495 per person

* Receive an automatic 10% discount when registering 4 or more people

Questions?

Contact the Office of Appreciative Education at oe@fau.edu
Please Visit fau.edu/oe for additional information

THE **LIVE!** VIRTUAL 2023 APPRECIATIVE ADVISING INSTITUTE

May 15-18, 2023

Registration Deadline: April 14

June 12-15, 2023

Registration Deadline: May 12

July 17-20, 2023

Registration Deadline: June 16

Schedule Overview



Why should you consider attending the Institute?

The **Live!** Virtual 2023 Appreciative Advising Institute is a synchronous, four-day highly participatory and interactive professional development experience. You will be assigned to a small group led by a skilled Appreciative Advising practitioner where you will learn practical skills and techniques for optimizing your interactions with students.

"I enjoyed interacting and learning from the group leader and my group participants. This was by far the best professional development I have attended. The takeaways will definitely make an impact in my work with students." - June AAI 2021 Participant

Institute

\$495 per person

Bundle Package**

\$695 per person

Receive an automatic 10% discount when registering 4 or more people

** Institute and Certified Appreciative Adviser Application

Questions? Visit fau.edu/oe or email oe@fau.edu

APPRECIATIVE ADVISING ONLINE COURSE

Hone your Advising Skills using the Appreciative Education Theory-to-Practice Framework

6-Weeks | Asynchronous Non-Credit Online Course

Appreciative Advising provides a practical theory-to-practice framework for advisors to optimize their interactions with students and colleagues in both individual and group settings. The six-phase Appreciative Advising model provides a scaffold for advisors to intentionally use active listening and generative questioning strategies to:



Participants will learn specific skills and techniques for immediate practical application of what they learn in the class.

2022-2023 ONLINE COURSE OFFERINGS

FALL 2022
Sept 7 – Oct 18

SPRING 2023
Jan 30 – Mar 13

SUMMER 2023
May 8 – June 19

PRICING

Registration:
\$495 per person

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Questions?

Contact the Office of Appreciative Education at oea@fau.edu

Please Visit fau.edu/oea for additional information

Become a Certified Appreciative Adviser

through FAU's Office of Appreciative Education

Lifetime Professional Certification

The Office of Appreciative Education offers a lifetime professional certification for academic advisers and other educators. Certified Appreciative Advisers are committed to a high standard of excellence and optimizing their students' educational experiences.



Benefits

- Expand your knowledge and skills on Appreciative Advising
- Distinguish yourself in a competitive job market by enhancing your resume/CV with this advanced professional qualification
- Provide your students with the best possible advising experience
- Connect with a global network of like-minded colleagues

Components

- ✓ **Completion of Advising Online Course or Institute**
- ✓ **3 Peer Reviewed Appreciative Advising Skills Rubrics**
- ✓ **Letter of Recommendation**
- ✓ **Current Resume/Curriculum Vitae**
- ✓ **Personal Appreciative Advising Statement**

PRICING

Certification Application
\$275 per person

Discount available if bundled with the Appreciative Advising Institute or Appreciative Advising Online Course

Questions?

Visit fau.edu/oe or
email oe@fau.edu

APPRECIATIVE ADVISING ACADEMY

Develop Appreciative Strategies, Resources, and Techniques to Support Students

Supporting Students on Academic Probation

Wednesdays | 1-5 p.m. (Eastern Time Zone)

Feb 15 – Mar 22, 2023

Registration Deadline: January 13, 2023



Appreciative Advising Academy Overview

The Appreciative Advising Academy is a synchronous, six-week highly participatory and interactive professional development experience where participants will gain a deeper knowledge of the Appreciative Advising Theory-to-Practice Framework through tangible application to working with specific student populations. For the first edition of the Appreciative Advising Academy, participants will emerge with specific strategies, resources, and techniques to support students on academic probation. Successful completion of the Appreciative Advising Institute, Appreciative Advising Online Course, or the Appreciative Administration Online Course is required to participate in the Appreciative Advising Academy.

PRICING

**Registration:
\$695 per person**

* Receive an automatic 10% discount when registering 4 or more people

Questions?

Contact the Office of Appreciative Education at oe@fau.edu
Please Visit fau.edu/oe for additional information

APPRECIATIVE ADVISING ACADEMY

Develop Appreciative Strategies, Resources, and Techniques to Support Students

Supporting Students on Academic Probation

Deliverables

**APPRECIATIVE
OUTREACH PLAN &
MESSAGES**

Key Deliverable 1

**ACADEMIC
RECOVERY PLAN**

Key Deliverable 2

**PARALLEL PLAN
WORKSHEET**

Key Deliverable 3

**INDIVIDUALIZED
APPRECIATIVE
PROJECT**

Key Deliverable 4

ASSESSMENT PLAN

Key Deliverable 5

Academy Dates

Feb 15, 22

Mar 1, 8, 15, 22

Meets 1-5 p.m.

(Eastern Time Zone)

Registration will be
limited to the first

75

people

Eligible with the Completion of (1 of the following)

- **Appreciative Advising Institute**
- **Appreciative Advising Online Course**
- **Appreciative Administration Online Course**

Coming Soon!!

**Appreciative Education in Action
Fall 2022 Free Webinar Series**

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To view past webinars, please visit our website www.fau.edu/oe/webinars/

