

*JOURNAL OF APPRECIATIVE EDUCATION*

# **INNOVATIONS IN APPRECIATIVE EDUCATION SPECIAL ISSUE**

*THE JOURNAL OF APPRECIATIVE  
EDUCATION 2021 SPECIAL ISSUE ON  
INNOVATIONS IN APPRECIATIVE  
EDUCATION IS NOW AVAILABLE  
ONLINE:*

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# 2021 SPECIAL ISSUE AUTHORS

- Alisha Nelson
- Amanda E. Propst Cuevas
- Angel Nevin
- Annie C. Kelly
- Benjamin M. Forche
- Bryan Hursh
- Catherine Buyarski
- E Ayn Welleford
- Gigi Amateau
- Jane Bouknight
- Janelle Freire
- Jennifer L. Bloom
- Jesse R. Ford
- John T White
- Keith Proctor
- Kelly Cosgrove
- Leticia Juanita Wilson
- Lilian Barria
- Michael Dial
- Mykel Ann Beorchia
- Nico Stanculescu
- Paige McKeown
- Rebecca Natalus
- Savannah Wilkerson
- Tyler S. Hall



# THANK YOU!

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Jennifer L. Bloom, Catherine A. Buyarski, Amanda Propst  
Cuevas, Rusty Fox, Ye “Jane” He, Kara Marie Woodlee



# THANK YOU!

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# SPECIAL THANK YOU

## Special Thank You Ye “Jane” He, PhD

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*The Journal of Appreciative Education* Editor-in-Chief  
Professor - Teacher Education and Higher Education  
University of North Carolina Greensboro





**VCU**

College of Health  
Professions

# Combating Compassion Fatigue: An Appreciative Pivot To The Virtual Classroom In A New Educational World

*E. Ayn Welleford, Gigi Amateau, John T. White, Nico Stanculescu*

# Statement of Purpose

To offer a reflective review of one educational team's positive pivot as we turned shared trauma of the COVID-19 pandemic into an opportunity to build community, to facilitate quality learning, meet community-identified needs, and advance professional identity development for both professionals and emerging professionals in our eldercare workforce.



# Key Takeaways

Develop a common language about compassion fatigue.

Cultivate appreciation among design team.

Identify and eliminate barriers to virtual learning.

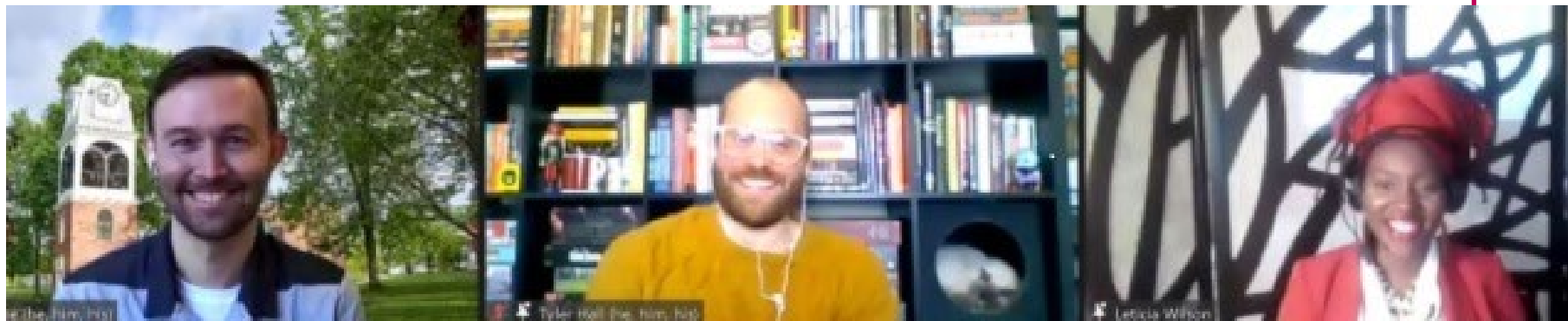
Begin from a strengths-based stance.

Engage in continuous improvement.

Cultivate connection and belonging among learners.

Integrate practice pauses for learners to experiment with new ideas, concepts, and resources.





Benjamin M. Forche, M.Ed.  
Univ of Rio Grande &  
Rio Grande Comm. College  
Rio Grande, Ohio

Tyler S. Hall, M.Ed.  
Dalhousie University  
Nova Scotia, Canada

Leticia Juanita Wilson, M.Ed.  
Del Mar College  
Corpus Christi, Texas

## **Caring through the screen: Advising techniques for success in the virtual world**

# Statement of Purpose

2022

In this article, three advising professionals across Canada and the United States examine the ways in which an Appreciative Mindset can deepen connections and provide support to students, even in a virtual environment. This article provide tools and strategies to advising professionals in this virtual world to connect with students, to create a welcoming and safe space, and to show care and support through the screen.

# Key Takeaways

2022

- Appreciative Advising is a framework that is both flexible and dynamic.
- The AA framework can transcend methods of delivery and is able to be effective not only in face-to-face environments but also in the virtual world.
- By maintaining an Appreciative Mindset towards students, colleagues, and yourself, and keeping in mind the strategies outlines, offices can adapt to changing demands of advising, largely brought on by COVID-19.
- Considering the COVID-19 pandemic, many advising centers were forced to adapt quickly and the techniques and methods presented here are examples of ways to move forward and intentionally work in a virtual world and still show your concern, attention, and most of all care, even though a screen.

# Challenges and Opportunities: Reinventing Faculty Advising in the Era of COVID-19



**Jesse Ford, Ph.D.**  
UNCG



**Annie Kelly, Ed.D.**  
U of Cincinnati



**Jenny Bloom, Ed.D.**  
FAU



# Statement of Purpose

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Using the theory to practice framework of Appreciative Advising, the article shares the personal narratives of three faculty members at different institutions to highlight how the pandemic has impacted and provided an opportunity to reinvent their approach to advising.



# Key Takeaways

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- Being adaptive and open to trying new approaches is important
- Being fully present with our students is the best gift we can give them
- The impact of COVID-19 and the racial reckoning have deeply impacted our students (and us) in different ways
- We all need to continue to advocate for equity for all students
- To take the best care of our students we must prioritize our own well being
- We all need to work together to meet the needs of our students!





## People Before Process: Utilizing the Appreciative Education Framework to Navigate Challenges and Maximize Opportunities

Mykel Beorchia, Executive Director of  
University and Exploratory Advising  
Utah State University



# Purpose

Describe how one institution, Utah State University (USU), used the Appreciative Education framework and the mantra, “People before process” to navigate the institution’s early response to the COVID-19 pandemic by grounding our actions in the six phases of Appreciative Education.



# Key Takeaways

- Disarm + Discover: Trust and transparency, elevating our relationships to face challenges
- Dream + Design: Innovate to co-design our shared future
- Deliver + Don't Settle: Provide feedback when something is going right, maintain flexibility when shifts are necessary, and self-reflect to keep getting better



# Employing The Appreciative Education Framework To Innovatively Deliver The Virtual Appreciative Advising Institute



Alisha Nelson, MS



Savannah Wilkerson, MEd



Bryan Hursh



Lilian Barria, PhD



Kelly Cosgrove, MA



Janelle Freire, MEd



Rebecca Natalus



Angel Nevin, MEd



Amanda Propst Cuevas, PhD



Jenny Bloom, EdD

# Statement of Purpose

Although there is no how-to manual for navigating a pandemic, the purpose of our article is to share our story in hopes it will serve as a model for other teams seeking to apply the Appreciative Advising framework to leading, innovating, and trailblazing uncharted territory. We highlight:

- Methods and solutions our team used to surmount the obstacles of COVID-19 presented as we planned and executed the 2020 Appreciative Advising Institutes
- Utilization of the Appreciative Advising Framework and the Appreciative Mindset as we shifted from the planned in-person Institutes to fully virtual institutes
- Establishing an environment where all were heard, valued, and appreciated, even in a virtual setting

# Key Takeaways

## Teamwork Truly makes the Dream Work

- “We can do hard things.” – Glennon Doyle
- “Everything is Figureoutable.” – Marie Forleo
- “People before process.” – Mykel Beorchia, Utah State University
- “Oh **Shift**” Moments

# **OODA Loops and Appreciative Administration**

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Keith Proctor, PhD, MBA

Brigham Young University

University Advisement Center, Associate Director

# What is OLAF?

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- OLAF = OODA Loop Appreciative Framework
- Observe – leaders need to find out what is happening around them
  - Disarm + Discover
- Orient – leaders need to determine what is most important today
  - Discover + Dream
- Decide – leaders need to outline and communicate action/intent
  - Dream + Design
- Act – leaders need to empower their team to succeed
  - Design + Deliver
- Observe – leaders need to find out what is happening around them
  - Deliver + Don't Settle + Discover



# What does OLAF buy us?

- Proactivity – Leaders can't wait to make decisions for their team
  - How can we accelerate leader decision-making?
  - What are the benefits of accelerating decisions for our team?
- Uncertainty – Leaders never have all the information they need
  - How do you know when you have enough information?
  - How can you establish open communication channels with your team?
- Accountability – Leaders need to empower their team to act
  - What can leaders do to help team members follow through on commitments?
  - What happens when leaders are crystal clear about responsibilities and expectations?

# *Journal of Appreciative Education* 2021 Special Issue

## Articles and Breakout Rooms

Article Name	Breakout Room Name
Combating Compassion Fatigue: An Appreciative Pivot to the Virtual Classroom in a New Educational World	Combating Compassion Fatigue
Caring Through The Screen: Advising Techniques for Success in the Virtual World	Caring Through The Screen
Challenges and Opportunities: Reinventing Faculty Advising in the Era of COVID-19	Challenges and Opportunities
People Before Process: Utilizing the Appreciative Education Framework to Navigate Challenges and Maximize Opportunities	People Before Process
Employing the Appreciative Education Framework to Innovatively Deliver the Virtual Appreciative Advising Institute	Virtual A.A.I.
OODA Loops and Appreciative Administration	Appreciative Administration



# Mark Your Calendars

Office of Appreciative Education  
FREE Spring 2022 Webinar Series



REGISTRATION COMING SOON!

~~Feb. 15, 2022 Innovations in Appreciative Education: A~~  
~~Journal of Appreciative Education Special Issue~~

March 15, 2022 Appreciative Early Intervention

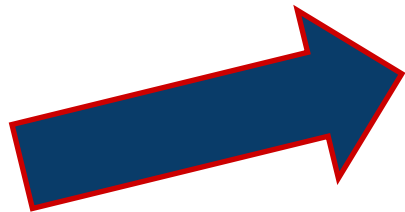
April 13, 2022 Making the Most of the First Five Minutes

To view past webinars, please visit our website  
[www.fau.edu/oae/webinars/](http://www.fau.edu/oae/webinars/)



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About Us

## OFFICE OF APPRECIATIVE EDUCATION

*Appreciative Education is becoming THE theory-to-practice framework  
for leading innovative educational institutions across the world*

### PROFESSIONAL DEVELOPMENT OFFERINGS



What is the Difference between the Virtual Appreciative Advising Institute and the Appreciative Advising Online Course?

# Care Out Loud

How often do we intentionally thank our friends and colleagues for their support and encouragement?

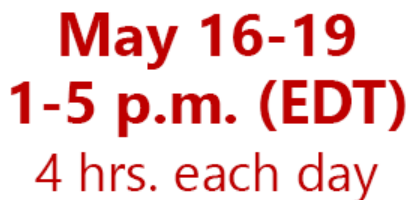


We invite you to nominate someone for #CareOutLoud and they will receive a Certificate of Appreciation with your personalized message.

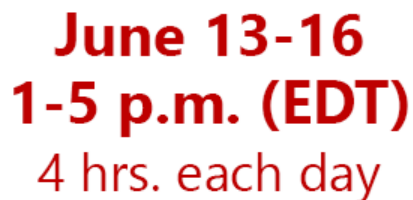
Visit us at [fau.edu/oe/care-out-loud](https://fau.edu/oe/care-out-loud)

# *The **Live!** Virtual 2022 Appreciative Advising Institute*

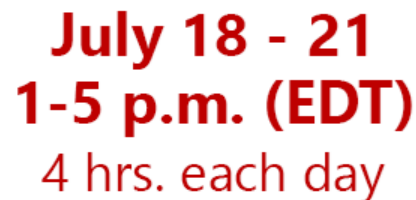
**Three** sessions available • Live virtual small groups



**May 16-19**  
**1-5 p.m. (EDT)**  
4 hrs. each day



**June 13-16**  
**1-5 p.m. (EDT)**  
4 hrs. each day



**July 18 - 21**  
**1-5 p.m. (EDT)**  
4 hrs. each day

*Virtual Institute designed to leave you renewed, refreshed, and inspired*

For more info, please visit [fau.edu/oea/aai](https://fau.edu/oea/aai)

# 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 ONLINE COURSE OFFERINGS

**SPRING 2022**

Jan. 31 – Mar. 14

**SUMMER 2022**

May 10 – June 21

**FALL 2022**

Sep. 7 – Oct. 18

### PRICING

**Registration:**

**\$495 per person**

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

### Questions?

Contact the Office of Appreciative Education at [oea@fau.edu](mailto:oea@fau.edu)

Please Visit [fau.edu/oea](http://fau.edu/oea) for additional information



# 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.



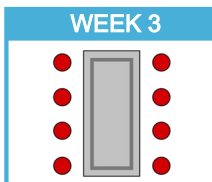
### WEEK 1 APPRECIATIVE EDUCATION OVERVIEW

Learn the principles of the Appreciative Education framework



### WEEK 2 APPRECIATIVE ONBOARDING

Develop a comprehensive onboarding program to welcome new team members



### WEEK 3 APPRECIATIVE STAFF MEETINGS

Lead effective and engaging meetings that inspire your team



### WEEK 4 APPRECIATIVE SUPERVISION

Empower employees to deliver on co-created performance goals



### WEEK 5 APPRECIATIVE ASSESSMENT

Powerfully communicate assessment results and outcomes



### WEEK 6 APPRECIATIVE STRATEGIC PLANNING

Design and deliver a strategic plan based on the unit's strength

## 2022 ONLINE COURSE OFFERINGS

**SPRING 2022**   **SUMMER 2022**   **FALL 2022**  
**Feb. 21 – April 4**   **May 31 – July 11**   **Oct. 3 – Nov. 4**

## PRICING

**Registration:**  
**\$495 per person**

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

## Questions?

Contact the Office of Appreciative Education [abae@fau.edu](mailto:abae@fau.edu)  
Please Visit [fau.edu/oea](http://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](http://fau.edu/oe) or  
email [oe@fau.edu](mailto:oe@fau.edu)