

**We know people likely have a lot of thoughts and questions, and we're here to listen. We are of course super sad that Quigs is leaving, but we are so excited for her and we know she'll do incredible things at Tufts. We want to be as open and transparent with you as possible, and so we're here tonight to listen to all your thoughts, concerns, and questions.**

**We'll be structuring the town hall by walking through several questions that anyone can feel free to answer, and after that the floor will be totally open for anyone to ask a question or voice a concern or idea.**

**To be completely transparent, Harvard Human Resources is going to be initiating the hiring of a new director, so unfortunately we do not have much information about what the process will be like yet. After this meeting, we will be taking your comments and setting up a meeting with Lily Castro (the pre-orientation director) to learn more about the director hiring process. We will do our best to advocate for the Steering Committee and the leader community to be as involved as possible in the process.**

### **Questions:**

#### **1. What do you think are the most important qualities in a FOP director? What worked and didn't work in the past?**

- Leader: Everyone in LC was comfortable turning to
  - Trusted resource, non-judgemental
- Former Director:
  - Managing "idioculture"
  - Someone who supports consensus process, understands weight of leading culture
- Leader:
  - Making space as directors, understanding of challenges as college students
- Former Director?:
  - Able to/willing to connect students w/ new, non-traditional paths
- Leader:
  - Balance between educator, administrator AND able to plug into harvard bureaucracy

#### **2. How do you want to participate in the FOP Director transition? How do you think we can best engage the current leader community and FOP alumni?**

- Leader:
  - Helpful to have groups of leaders meet w/ people we were interviewing
  - Also helps ease applicants to familiarize w/ culture, LC
  - Increases transparency
- Leader:
  - Maybe some sort of open form where people can send responses in (it sounds like that's already planned), and then depending on what your time constraints look like something we did for our last Director Search was doing a meal with each candidate which I thought was a nice opportunity

to get to know applicants in an unstructured way (and give them a taste of what the program looked like).

- Leader:
  - Mimic house tutor selection strategy
  - Zoom meals w/ applicants

### **3. What questions do you have about the FOP Director transition or FOP'21?**

- Leader:
  - What is the timeline? Plan in interim?
- Leader:
  - What happens if search fails?
    - Starts over
  - How we getting people to apply?
    - Networkingggg
- Leader:
  - Will SC be part of interview process?
    - SC might need to do the heavy lifting on search based on his warning
  - How much are we valuing accreditation in FOP?
    - Important discussion
- Leader:
  - What is our ideal vision for FOP 21?
    - Flexible, adaptable
- Leader:
  - Could we reach out to FOP alums to potentially direct in interim?
    - Quigs: Makes sense to rely on alums regardless!
- Leader:
  - Addressing tension between students and administration, ensuring directors values student input
  - Brent: Consensus process pt. 2
    - Trust is most important
- Leader:
  - Suggestion: Alums and leaders happy to help!

### **4. What do you think SC'21 should keep in mind while planning for virtual and in-person components of FOP? What worked and didn't work?**

- Leader: (Involve LC!)
  - Best parts of FOP aren't just designed by SC, its the parts the get LC together
  - Examples:
    - Leading of workshops by LC
    - Even tho framework made by SC, best parts from leaders themselves
- Leader:
  - Gaggles! 2 hours **is a lot**, pack more info in shorter time
  - Do video modules for certain skills like tying knots
  - Include more training on zoom-adapted planning of trips
- SC Member:
  - Creating community in gaggles gonna be HUGE
  - Maintaining flexibility
- Leader:
  - Community, w/in training class, also w/in trip
    - Incorporating ways to build community into existing training as opposed to "Extra" zoom meetings

- Leader:
  - Not having rigid idea of FOP trips, pre-FOP, TT's
  - Making trips as immersive as possible
  - Bringing lotta experience to new FOP generation
- Leader:
  - Utilizing extra community, not having to be isolated on trips
  - LC Check-ins, bouncing ideas during trips, etc.
- Leader: Dispelling culture of co's vs. the world // should be able to collab more
- Leader: Collabs w/ FOP's at other schools
- Leader:
  - Transparency will be HUGE
  - Meeting notes!
    - Or some kind of summary, meeting notes
  - Serena Follow up q: What is missing rn?
  - Jossy's response:
  - Even meeting notes is helpful
  - Nice to know what's being discussed, what's going on
  - Open SC meetings?
- Leader: Add ways to interact and get a sense of the process
- Leader: SCoop Revival
- Leader: Lot of people in the LC want to help us. Easier they can find ways to help if they knew what was going on
- Leader: Echoed that LC wants to get involved, different perspectives from different generations in LC

### **Open Feedback:**

**Now we'd love to take the remaining time to field questions, comments, or concerns if anyone feels like there's something we haven't covered.**

Leader: How is SC doing?

Former Director: offered to connect us with other pre-orientation programs and conference in March/April. Talk to Quigs about this

### **Conclusion:**

**That pretty much wraps up our town hall. Thank you all so much for coming and bringing your energy and ideas into this. We appreciate you all so much! We're dropping the link to the Google Feedback form in the chat so that you can fill it out if you feel like you didn't get the chance to say something here.**

<https://forms.gle/Z1zyNVWkjoLRRwCAA>