

KNOX COLLEGE CIVIC ACTION PLAN 2017 THE GALESBURG PARTNERSHIP

Executive Summary

Knox College has formulated a plan to effect lasting change for the College and community by establishing the Carnegie Classification for Community Engagement as a guide and a goal for its four-year engagement plan -- our lodestar.

The plan seeks to address three strategic areas of focus that will lead to achieving Carnegie Classification in 2020:

- Establishing a true partnership with the Galesburg community;
- Recognizing and honoring faculty, staff, and student engagement; and
- Developing policies and processes to strengthen College-community collaboration.

This framework articulates the strategic relationship between Knox College and the local community we call home and serves as a nexus of collaborative effort between the campus and community.

Within the partnership, community members and the College can identify needs, explore ideas, establish community goals, and strengthen both civic learning and engagement among students, faculty, and staff. While student engagement is already strong, it can be stronger still with a clearer path for recognition and reward within the College structures. Developing College policies that recognize and reward community engagement also reinforces the College's commitment to higher education as a public good.

Framework

Knox College & Galesburg, Illinois were founded as a collaborative enterprise: A college that supports the community, and a community that supports the college. Together, they have relied upon each other as the community and the college have grown and changed. Today, Knox College recommits itself to greater engagement with the wider community consistent with its role as an anchor institution in Galesburg, Illinois, and consistent with its desire to strengthen student learning through high-impact practices that develop deeper, reciprocal connections between college and community.

Campus Compact's 30th Anniversary Commitment to civic engagement calls on institutions to reinvigorate their commitment to the public good. Likewise, the Knox College strategic plan calls on Knox to deepen its ties and service to the larger community: "Build a Galesburg Partnership, a robust, mutually beneficial relationship between Knox and its home community. Work with Galesburg businesses, non-profits, and community initiatives to strengthen

community ties, grow opportunities for student engagement, and inculcate a lasting commitment to service.”

These commitments form a foundation for civic action planning that recognizes the good work currently underway and extends that work deeper into the life of the college.

Vision/Mission

Knox College embraces the commitments articulated in the Campus Compact 30th Anniversary Action Statement:

We empower our students, faculty, staff and community partners to co-create mutually respectful partnerships in pursuit of a just, equitable, and sustainable future for communities beyond the campus – nearby and around the world.

We prepare our students for lives of engaged citizenship, with the motivation and capacity to deliberate, act, and lead in pursuit of the public good.

We embrace our responsibilities as place-based institutions, contributing to the health and strength of our communities – economically, socially, environmentally, educationally, and politically.

We harness the capacity of our institutions – through research, teaching, partnerships, and institutional practice – to challenge the prevailing social and economic inequalities that threaten our democratic future.

We foster an environment that consistently affirms the centrality of the public purposes of higher education by setting high expectations for members of the campus community to contribute to their achievement.

In formulating a plan that effects lasting change for the College and community, Knox has established the Carnegie Classification for Community Engagement as a guide and a goal for its four-year engagement plan.

The plan seeks to address three strategic areas of focus that will lead to achieving Carnegie Classification in 2020.

- Strengthening the Galesburg (and wider) community through partnerships and programming:
 - Identifying community assets and needs, and building mutually beneficial partnerships that strengthen the community and invigorate student learning.
 - Creating conduits for recent graduates to remain in the community.
 - Working with community programs/employers to provide staffing for internships, service, and post-graduate positions.

- Recognizing and honoring student, faculty and staff engagement and accomplishment:

- Community service and community partner awards and recognition.
 - Capturing individual stories in media and performance.
 - Supporting engagement with democratic process (voting, advocacy, etc.).
- Developing policies and processes consistent with institutional mission to deepen engagement with the community:
- Identifying/implementing policies that benefit community and college (i.e., support for local business, support for economic development efforts, etc.).
 - Faculty recognition in tenure & promotion.
 - Streamlining/developing processes that encourage engagement while ensuring accountability.

Campus & Community Assets - Baseline

As a founding principle of Knox College, civic engagement has, in many forms and expressions over many years, endured as both a touchstone for and a guiding principle of the College's ethos and mission. From the early 1800s, when the College blended educational programs with manual labor, through the development over many decades of its reputation as a place of social justice and action, to today's mission statement which highlights Knox's challenge to "explore, understand and improve ourselves, our society and our world," Knox has been rooted in an abiding belief in the importance of civic learning and civic engagement.

Embedded in the College's strategic plan, Knox 2018, is a strategic priority focused on strengthening the College's partnership with the local community built on the foundation of Knox as an anchor institution in Galesburg: "Build a Galesburg Partnership, a robust, mutually beneficial relationship between Knox and its home community. Work with Galesburg businesses, non-profits, and community initiatives to strengthen community ties, grow opportunities for student engagement, and inculcate a lasting commitment to service."

Community-based Research. Community-based research was also an early staple of the Knox educational experience. In 1923, a team of two students, guided by a faculty member, conducted a survey of sanitary conditions in Galesburg and reported their results at the Illinois Academy of Science annual meeting. Their research laid the foundation for Galesburg's municipal sanitary system and is considered the prototype for today's research-focused Honors programs.

Community Service. Similarly, community engagement in the form of voluntary service has long been an essential element of Knox's fraternal life, student organizations, and faculty interest. In 2006, Knox formalized the support for service to the community as one of six new academic centers supporting student success -- the center for community service. Since its inception, the center has focused on building relationships with community partners to align student interest with community needs. The center provides support in such areas as training, scheduling, transportation, and communication. Under faculty guidance the center has expanded to support service learning and other forms of community outreach and established mechanisms to support program assessment and service hours tracking. In 2016, Knox students contributed more than 80,000 hours of service to the local community.

In 2012, Knox established a deeper engagement with the community through the KnoxCorps service program. The KnoxCorps program deploys recent Knox graduates as KnoxCorps Fellows in nine-month, full-time service placements with community-based not-for-profit organizations. The KnoxCorps living stipend has been supported by Knox, the Galesburg Community Foundation, and local businesses. The KnoxCorps program includes a student component, placing students in local not-for-profits on a part-time basis.

One of the aims of civic education is not to simply act “on” community organizations, but to act “with” them for the mutual benefit of all participants. All stakeholders believe that the KnoxCorps collaboration exemplifies this type of mutually beneficial civic engagement partnership.

Knox College 4 Kids serves hundreds of Galesburg students entering first through ninth grades each summer. The program was established in 1995 and revised and expanded in 2006. Today, College 4 Kids engages Knox students in true service-learning as Fellows who teach and assist in the morning classes, then participate in seminar work during the afternoon.

Global Service. The Knox College Peace Corps Preparatory Program (PCPP) features a curriculum that prepares graduates to serve in the Peace Corps or in other international service roles. The PCPP was the first of its kind in the nation and it remains an important opportunity for students interested in international service. As of today, more than 180 Knox alumni have served (or are currently serving) in the Peace Corps.

Galesburg On Track, a Heart & Soul Initiative. In 2015, Galesburg launched an initiative to identify the values and key assets of the Galesburg community through a process known as Heart & Soul. The process is the brainchild of the Orton Family Foundation, which has successfully revitalized several small communities around the country. The initiative is still in a “discovery” phase to assess community assets, interests, and values. As a result of processes like Heart & Soul, communities discover new avenues for business development, community engagement and enhancement, and economic, social, and cultural growth. The process also can uncover new opportunities for collaboration with the College.

Clinton Foundation Health Matters Initiative. In similar fashion, Knox County has been accepted to the Clinton Foundation’s program for enhancing community health. This program focuses on the unique needs of each community and seeks to implement bold action steps for enhancing community health.

Baseline Data:

82,341	Hours of co-curricular service
70	Number of community partnerships
1,394	Number of students participating in some form of community-based learning/activity
12	Number of faculty teaching community-based learning (CBL) courses
10	Percentage of faculty teaching CBL courses

Under the plan, the College will establish baselines for additional measures of engagement such as number of faculty and staff engaged in community service, and types of rewards currently counted in faculty reward structures.

Campus Implementation Team

- Karrie Heartlein, government & community relations
- Kathleen Ridlon, community service
- Brenda Tooley, global studies
- Diana Cermak, engaged faculty

Community Implementation Team

- Deborah Moreno, Galesburg On Track Coordinator
- Emily Webel, Clinton Health Matters Initiative Regional Coordinator
- Ken Springer, Knox County Partnership for Economic Development President

Actions & Timeline

See Attached Spreadsheet

Conclusion

The plan ultimately seeks to create paths to engagement. At Knox, the introduction to civic action begins with New Student Orientation -- an introduction to the community beyond campus in what's called "Explore & Engage." This introduction is followed by opportunities to develop connections within the community through one-time and term-long volunteer experiences. As a student's interest and skill-set grows, there are opportunities for deeper engagement as a KnoxCorps Associate or through both discipline-specific and interdisciplinary programs such as Justice Corps, community-based research, immersive experiences, and internships. Ultimately, upon graduation, a student can truly immerse in the community through a KnoxCorps Fellowship or an internship -- and become ambassadors to the community.

Knox College Civic Action Plan Implementation

The Galesburg Partnership

GOAL 1: Strengthen the Galesburg community through partnerships and programming

OBJECTIVE			
Establish the Galesburg Partnership			
Strategy	Responsible	Timeline	Outcome
Launch Galesburg Partnership Advisory Board	President, GCR	Fall, 2017	Establishes coordinating/collaboration body
Facilitate campus-community roundtables for networking among orgs, faculty, students	GCR	Fall, 2017	Expands network of potential partners. Creates project exploration venue
Expand support for internship development	Bastian Center	Winter, 2018	Creates support mechanism to funnel internship development & support increased internship opportunities
OBJECTIVE			
Expand KnoxCorps service time and focus on community collaboration			
Strategy	Responsible	Timeline	Outcome
Launch summer service program for KnoxCorps	KnoxCorps Administrator	Spring, 2018	Strengthen bridge to community
Expand KnoxCorps service time	KnoxCorps Administrator	Spring, 2018	Strengthen the Corps and deepen the pool of applicants
OBJECTIVE			
Strengthen support for volunteer service in CCS			
Strategy	Responsible	Timeline	Outcome
Expand CCS to full-time director	DSD, CCS	Fall, 2018	Add CBL coordination; POE grant administration, etc
Increase service support to clubs, faculty, through Bonner-type Fellows	CCS, Advancement, GCR	Fall, 2019	Offer support to fraternal orgs, develops community clearinghouse for volunteer requests.
Add administrative assistant	DSD, CCS	Winter, 2019	Extends volunteer service beyond current maximums; add alternative spring break
OBJECTIVE			
Develop Cities of Service College-Community Collaboration			
Strategy	Responsible	Timeline	Outcome
Work with GP Advisory Board to develop COS initiative	GCR	Winter, 2018	Engage community and campus in strengthening service orientation

GOAL 2: Recognize and honor student, faculty and staff engagement			
OBJECTIVE	Assess student, faculty and staff engagement		
Strategy	Responsible	Timeline	Outcome
Develop survey of faculty-staff engagement	GCR, CCS, IR	Winter, 2018	Establish baseline dataset
Create mechanism for ongoing data collection of faculty/staff engagement	GCR, CCS, IR	Spring, 2018	Recognize accomplishments, gaps, and opportunities for engagement
OBJECTIVE	Honor student, faculty and staff engagement		
Strategy	Responsible	Timeline	Outcome
Establish faculty-staff awards for service	Academics, Faculty	Spring, 2018	Recognize accomplishment
Establish student awards for service	CCS, GCR	Spring, 2018	Recognize accomplishment
Establish community partner awards	GCR, CCS	Spring, 2018	Reward collaboration
Develop methodology for capturing individual stories in media and performance	Comms	Spring, 2018	Publicize and reward engagement
OBJECTIVE	Expand student, faculty and staff engagement		
Strategy	Responsible	Timeline	Outcome
Support student's CBL with experiential learning stipends	Financial aid	Fall, 2018	Provides incentive and/or eliminates barriers to CBL
Develop summer programming for student service	TBD	Fall, 2019	Deepens engagement with community partners, supports student interest in immersive/summer experience
Seek funding support for CBL curriculum development	TBD	Spring, 2018	Incentive for faculty engagement
Identify community boards available for student, faculty/staff membership	GCR, DSD	Spring, 2018	Encourages campus engagement
Develop mechanisms for student engagement in democratic practice	GCR, DSD	Spring, 2018	Strengthens civic development
GOAL 3: Strengthen campus-community collaboration through policies and processes			
OBJECTIVE	Reward engagement among partners		

Strategy	Responsible	Timeline	Outcome
Identify/implement policies that benefit community and college (i.e., support for local business, support for economic development efforts, etc.)	Partnership Advisory Board/Faculty/GCR/HR/Finance	Winter, 2018	Addresses most pressing concerns of community, consistent with college mission.
Establish mechanism to recognize CBL/CBR in tenure & promotion	Faculty	Spring, 2019	Incentive for faculty to engage, deepens faculty connections to community
Streamline/develop processes that encourage engagement while ensuring accountability	Finance/HR/departments	Winter, 2019	Ensures community engagement follows consistent protocols for safety and prevents overly burdening or favoring any one organization.