2016

Real Voices, Real Questions, Real Engagement: VCU Speaker Series

Grace E. Harris Leadership Institute, Virginia Commonwealth University

Nital Appelbaum
Virginia Commonwealth University

Suzanne Fairman
Virginia Commonwealth University

See next page for additional authors

Follow this and additional works at: https://scholarscompass.vcu.edu/wilder_pubs

Part of the Arts and Humanities Commons, and the Social and Behavioral Sciences Commons

Downloaded from https://scholarscompass.vcu.edu/wilder_pubs/8

This Research Report is brought to you for free and open access by the L. Douglas Wilder School of Government and Public Affairs at VCU Scholars Compass. It has been accepted for inclusion in L. Douglas Wilder School of Government and Public Affairs Publications by an authorized administrator of VCU Scholars Compass. For more information, please contact libcompass@vcu.edu.
Authors
Grace E. Harris Leadership Institute, Virginia Commonwealth University; Nital Appelbaum; Suzanne Fairman; Emily Hurst; Danielle Parker-Mangum; Ravi Perry; Juliana Rasnic; and Daniel Woodward

This research report is available at VCU Scholars Compass: https://scholarscompass.vcu.edu/wilder_pubs/8
Real Voices, Real Questions, Real Engagement: VCU Speaker Series

TEAM MEMBERS
Nital Appelbaum, Assistant Professor, Office of Assessment and Evaluation Studies, School of Medicine
Suzanne Fairman, Coordinator of Operations, Office of Learning Innovation and Student Success, Office of the Provost and Vice President for Academic Affairs
Emily Hurst, Head, Research and Education, VCU Libraries
Danielle Parker-Mangum, Operations Manager, Graduate Medical Education, VCU Health System
Ravi Perry, Associate Professor, Political Science, College of Humanities and Sciences
Juliana Rasnic, Director of Student Services, Office of Student Services, Associate Dean’s Office, College of Humanities and Sciences
Daniel Woodward, Director, Executive Communication, University Relations

Project Sponsor: Marti Heil, Vice President for Development and Alumni Relations

PROJECT DESCRIPTION
You come here for something more than schooling. You come here for deep education and deep education is about learning how to die so that you learn how to live because when you examine certain assumptions that you have, certain presuppositions that you’re holding on to, when you let them go, that’s a form of death. And there’s no growth, there’s no development, there’s no maturation without learning how to die and giving up certain dogma, giving up certain doctrine.
- Cornel West, Ph.D., VCU Siegel Center, Fall 2015

VCU is a large, public, urban research university situated in the middle of a capital city. Its faculty, staff, student body, alumni, and the surrounding community are remarkably diverse as are the academic offerings. It is, and should be viewed as, the intellectual and cultural engine of the region. Our project proposes the creation of a large-scale, high-profile speaker series designed to highlight emerging trends and provide students, faculty, staff, alumni and the Richmond community with a forum for conversation. The speaker series will cover topics that are critically engaging, have national relevance, and introduce ideas that propel the next generation of leaders.

In addition to a large speaking engagement, the speaker series will also incorporate other activities to cultivate interactions and build relationships such as classroom lectures, book signings, and a dinner through the development office.

The speaker series will host at least one speaker annually, with the addition of a second speaker as the event builds momentum. At least one of the lectures will occur at the beginning of the traditional academic semester, allowing for the greatest opportunity for participation across VCU and Richmond. Internal support from VCU students, faculty, staff, and colleges will ensure that the project is connected to the mission, vision, goals, and pursuits of VCU. A speaker series committee will help sustain and coordinate efforts across the university and community. Committee members will include stakeholders that require buy-in and cooperation for activities that complement the speaker series (e.g., other lectures, panel discussions, classroom activities). A survey will be used to gain insights into topics and speakers of interest. The committee will review the survey responses in order to make informed decisions during the planning process.

The ongoing presence of hosting influential speakers will allow VCU to emerge into the national spotlight as thought-leaders. This speaker series will serve many purposes. First, the series will serve to inspire VCU students, faculty, staff, and the Richmond. Through frank and open conversations attendees will be exposed to new concepts and ideas. Second, the series will unite
the diverse groups that make up VCU and the Richmond community. The lecture series will expose attendees to new ideas and open doors for possible opportunities for collaboration through classroom and community engagement activities related to the topics discussed. Third, the series will serve as a cultural conduit, solidly connecting the VCU and Richmond communities around engaging ideas of importance. Opening a new market-place of ideas will ensure that the students of VCU interact with new information in exciting and transformative ways.

QUEST FOR DISTINCTION
The project will align with Quest Theme III. By hosting a national speaker series for intellectual dialogue, VCU will “become a national model for community engagement and regional impact.” By participating in the event, VCU and Richmond members will be inspired, engaged, and propelled into action. During the major speaking events and associated activities opportunities for alumni development along with opportunities for collaborations and partnerships among community groups and the VCU faculty, students and staff will be a natural by product.

PROJECT GOALS
1. Develop a large-scale speaker series project offered by VCU. The project will be designed to promote school pride, student spirit, and foster civic engagement.
2. Collaborate with VCU and Richmond leaders to encourage community engagement focus for the project.
3. Provide methods/models for sustaining a large-scale speaker series at VCU.

PROJECT STRATEGIES
The team met with VCU stakeholders and project mentor to explore project viability. These meetings led to the discussion and development of a logic model. The team strategized methods to collect data and decided to create and distribute a survey tool. The survey was disseminated to a variety of VCU based individuals such as undergraduate and graduate students, faculty, staff and alumni (Appendix A). The inputs collected from the survey led to further research into peer organizations with similar programs in place to determine what barriers, opportunities and elements could be incorporated or eliminated. Over the course of planning, the team used the data collected to formulate a final project, including identifying impediments, constructing the project design, planning the event logistics, and devising financial proposals.

ACTION STEPS
- Discussed and gauged interest in the project with students from VCU Emerging Leaders Program.
- Obtained sponsorship from Marti Heil, VP of Development and Alumni Relations, and discussed the vision for the project and its viability; met with Chuck Klink, Vice Provost for Student Affairs, to discuss a potential partnership with the Provost’s Office.
- Developed and collected data from faculty, students, staff, alumni, and Richmond community members to assess the need for a speaker series.
- Identified key units to be represented on the steering committee and potential corporate sponsors.
- Identified a mock-up of the archival website.

OUTCOMES
Short-term outcomes of the Speaker Series project include participation in a unique opportunity; medium-term outcomes include reengagement between VCU and potential donors and increased relationship building across stakeholders. Intended long-term outcomes include (1) greater institutional identity and reputation amongst VCU stakeholders (2) greater retention of students
(3) solidification of a speaker series as a tradition at VCU (4) increase in faculty, staff, student, alumni, and Richmond community member engagement in VCU events (5) contributions to the cultural scene in Richmond (6) and greater innovation in research, education, health care, and service associated with series theme. Research of past speaker events resulted in limited evaluation data to inform the proposal. Hence, proposition of a thorough assessment before the development of a speaker series to establish the planning phase of the event and post-event to evaluate intended outcomes and inform future events.

SUSTAINABILITY

Early efforts to build support and buy-in from both the VCU and Richmond Communities is required. Working directly with faculty will be beneficial for building support on-campus while engaging in outreach efforts with community groups will lead to a broader impact in the Richmond area. Identifying and connecting with community groups and organizations will establish an audience in the community.

Positive audience member experience is essential for continued success. Word of mouth advertisement along with VCU member enthusiasm will be effective marketing strategies. Assessment tools measuring audience impressions and feedback will enable successful future planning. Longitudinal assessments developed and used to measure the impact of a speaker series on community engagement activity will improve alignment with community needs and interests.

Development of and funding for full-time project staff will ensure the logistics of the event are well managed. Using VCU’s Event Planning service for the bulk of event planning and operating a small staff provides a single point of contact for internal staff and external speakers. Project staff working with the Office of Community Engagement and Alumni Relations will be responsible for distribution, collection, and analysis of assessments for the speaker series. Additionally, the project staff will manage and maintain the website with archives of speeches and events. Access to these recordings will be essential for the growth and development such as use in classroom settings or in the community to further the message presented. In addition, the website will provide a space for engagement across the years for speaker series, serving as both a rallying point and resource center.

FINANCING AND RESOURCES

Three potential partners have been identified all of whom could provide various levels of resources. First, the Provost's office has a vested interest in generating conversation that will enhance the lives of VCU students. Second, the Office of Development and Alumni Relations, recognize that this project will enable VCU to build stronger relationships with alumni. And third, the medium sized corporations in the Richmond area, who could benefit either by gift funding as a tax deductible donation, or as a sponsor in exchange for tangible benefits, such as branding the series or heavy advertisements in the program. Outreach to corporations like the Martin Agency, Carmax, Westminster Canterbury, and Genworth is planned.

To organize an ongoing speaker series at this level, the creation of a steering committee with members from key units on both campuses and including faculty, staff, students, community members and corporate sponsors. The committee would operate similar to the Common Book Committee, being responsible for identifying both relevant themes and potential speakers. Some members would provide vision while others would operate akin to "working board members," who would work to organize the event and volunteer on the day of.
### Project Budget

<table>
<thead>
<tr>
<th>Item Description</th>
<th>Justification</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaker Fee, includes speech, travel costs, direct student engagement via</td>
<td>Top tier speaker requires higher speaker fees</td>
<td>50,000</td>
</tr>
<tr>
<td>classroom activities, book signing, and archival rights for the website</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dinner/Reception, includes space, catering, staffing, and alumni outreach</td>
<td>Build rapport with donors</td>
<td>18,000</td>
</tr>
<tr>
<td>Venue includes staffing, space, security, and parking</td>
<td>Logistics</td>
<td>4,000</td>
</tr>
<tr>
<td>Marketing includes branding, signage, and advertising across multiple media</td>
<td>Gain national recognition and build VCU identity</td>
<td>3,000</td>
</tr>
<tr>
<td>platforms including social media, print, and radio</td>
<td>through branding</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>$75,000</strong></td>
</tr>
</tbody>
</table>

### RECOMMENDATIONS

Next steps for this project are to seek funding from an external source to offset the costs associated with an event of this size. Team TBD recommends to limit the project to having one big-name speaker in the first year of the project to learn more about the organizational process necessary for success and take time to build a following for the event. In the following years it is recommended that one big-name speaker be flanked by one or two other mid-range speakers throughout the year.

### FINAL PITCH

At this time, peer institutions offer some type of large speaker series. While some are focused on topical areas of interest it will be important that VCU’s speaker series address the unique needs of a growing arts and sciences campus located in an urban area. The speaker series should address both VCU and Richmond community needs and serve as an opportunity for thought provoking conversations and potential relationship building among VCU and the Richmond community.

As the speaker series continues to grow so too will VCU’s community cohesiveness. Through unique learning and development opportunities this program will provide connection for potential alumni donations.
Appendix A

Needs Assessment Survey
Data was from an eight-item survey to VCU undergraduate students (n=25), graduate students (n=7), staff (n=18), faculty (n=10), alumni (n=3), and Richmond community members (n=4) to assess the potential need for a speaker series at VCU (Appendix A). Three individuals identified as “Other”. We found that 76% (n=53) of those surveyed indicated they would attend a speaker event, while another 23% (n=16) said they would maybe attend the event.

Entertainers (n=46), scientists (n=38), social activists (n=37), political figures (n=34), and artists (n=32) were all deemed interesting speaker categories. In addition, thirteen respondents indicated other speakers and/or types of speakers that appeal to them including educational leaders, sustainability leaders, successful women in business, and vegan lifestyle icons. Specifically, respondents named Joel Salatin of Polyface Farm, Joe Lamp’l from Growing a Greener World, Chesapeake Bay Foundation, Dr. Freeman Hrabowski, Ron Clark, Geoffrey Canada, Oprah Winfrey, Sheryl Sandberg, Marianne Williamson, Black Girls Code founder Beverly Bryant, Tim King founder of Urban Prep, Les Brown, Eric Thomas, Brene Brown, Milo Yiannopoulos, Jamie Heywood, Seth Godin, and Ben Shapiro.

When asked about reasons for not attending a speaker series event, respondents noted conflicts with other events or work, appeal of the speaker, parking, admittance cost and timing of the event. Respondents noted they would most likely attend the event in January/February (n=39), October (n=39), and March/April (n=38), as the event coincides with other major events such as spring and fall break.

Last, when asked about impact that a speaker series would have on VCU and the Richmond community, key outcomes included increased motivation, gaining new insights, greater knowledge, inspiring opportunity, increased awareness, and a break from the routine. Overall, our pilot needs assessment revealed great interest in a speaker series event from all stakeholders.

Q1. Please indicate your primary affiliation to VCU:
   A. Undergraduate student
   B. Graduate/Professional student
   C. Staff
   D. Faculty
   E. Alumni
   F. Richmond Community Member
   G. Other (please specify)

Q2. Which of the following classifications do you currently belong to at VCU?
   A. Freshman
   B. Sophomore
   C. Junior
   D. Senior

Q3. Which campus is most accessible to you?
   A. Monroe Campus
   B. Medical Campus
   C. Other (please specify)
Q4. Which of the following types of speakers would you most likely go hear in person? You may click more than one response option and/or write in any additional name(s) or type(s) of speaker(s).
   A. Scientists (e.g., Bill Nye, Neil deGrasse Tyson)
   B. Artists (e.g., David Baldacci, Nikki Giovanni)
   C. Political Figures (e.g., Elizabeth Warren, George W. Bush)
   D. Entertainment (e.g., Stephen Colbert, Ellen DeGeneres)
   E. Social Activism (e.g., Amal Clooney, Al Sharpton)
   F. Other (please specify types or names of speakers)

Q5. Would you attend an event that brought a national speaker to VCU?
   A. Yes
   B. Maybe
   C. No

Q6. What time(s) of the year would you most likely attend a national speaker event at VCU? You may select more than one option and/or write in other times.
   A. August/September (e.g., convocation)
   B. October (e.g., right before Fall break)
   C. November/December (e.g., winter commencement)
   D. January/February (e.g., start of spring semester)
   E. March/April (e.g., right before spring break)
   F. May (e.g., spring commencement)
   G. Other (please specify month, day, type of event, etc)

Q7: How would a speaker series impact you? (Open response item)

Q8. Are there any reasons why you would not attend a speaker event? If so, please explain below. (Open response item)
<table>
<thead>
<tr>
<th>Appendix B</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Inputs</th>
<th>Activities</th>
<th>Outcomes – Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>What we invest</td>
<td>What we do</td>
<td>Who we reach</td>
</tr>
<tr>
<td>Staff time</td>
<td>Speaker Lecture</td>
<td>VCU Staff, VCU Faculty, VCU Students, VCU Alumni, Richmond Community Members</td>
</tr>
<tr>
<td>Sponsorship</td>
<td>Classroom Lessons</td>
<td></td>
</tr>
<tr>
<td>Volunteers</td>
<td>Book Signing</td>
<td></td>
</tr>
<tr>
<td>Security</td>
<td>Donor Dinner</td>
<td></td>
</tr>
<tr>
<td>Venue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marketing/Public Relations</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Assumptions
- VCU and the Richmond community would benefit from a speaker series
- VCU stakeholders want a speaker series on campus

External Factors
- Other speaker events on campus
- Events/activities that align with speaker series (e.g., The Common Book, etc.).
**TEAM TBD - Who We Are**

- **Daniel Woodward**, Director, Executive Communication, VP University Relations
- **Juliana Rasnic**, Director of Student Services, Office of Student Services, Associate Dean's Office
- **Ravi Perry**, Associate Professor, Political Science, College of Humanities and Sciences
- **Danielle Mangum**, Operations Manager, Graduate Medical Education, VCU Health System
- **Emily Hurst**, Head, Research and Education, VCU Libraries
- **Suzanne Fairman**, Coordinator of Operations, Office of Learning Innovation and Student Success, Office of the Provost and Vice President for Academic Affairs
- **Nital Appelbaum**, Assistant Professor, Office of Assessment and Evaluation Studies, VCU School of Medicine

**What we’re doing**

- Bringing in the biggest names in the biggest national conversations. You know...like:  
  - **Stephen Colbert**: To talk about the election  
  - **Neil deGrasse Tyson**: To address global warming  
  - **Sheryl Sandberg**: To delve into women’s leadership  
  - **Geoffrey Canada**: To talk about K-12 education access  
  - **Amal Clooney**: To speak about the refugee crisis

**What we’re doing**

- **Jon Stewart**  
  - **Friday**  
  - **Siegel Center**

**What we’re doing**

- Why bring in someone to lead a big conversation if there’s nobody there to hear it?
What we’re doing
To be accessible...

It has to be free.

It has to be marketed.

It has to be focused.

What we’re doing
It’s not just speeches..

Our film students could take a class from Ken Burns.

Our donors could have dinner with Bill Clinton.

What we’re doing
It’s not just speeches..

Our community could meet and greet Lin-Manuel Miranda.

Who we’re doing it for

Quest Theme III: Become a national model for community engagement and regional impact

1. Advance focused and strategic university-community engagement that addresses critical needs and opportunities in the region
   a. Leveraging university strengths and assets and address community identified needs and opportunities
   b. Ensuring all students have access to innovation/entrepreneurial pathways that support regional economic development, cultural vitality or community well-being

2. Leverage the efforts of our students, faculty and staff to enhance, integrate and disseminate community-engaged scholarship, student service-learning opportunities and outreach
   a. Embed, support and promote community engagement within university cultures, practices and structures
Who we’re doing it for

“Faceless man/woman”
Game of Thrones

Who we’re doing it for

From both campuses

Who we’re doing it for

VCU Students

From both campuses

Who we’re doing it for

VCU Alumni

- Richmond Professional Institute
- MCV Alumni Association of VCU
- Regional Chapters in 19 cities
- African-American Alumni Council
- GOLD (Graduates of Last Decade)

Who we’re doing it for

VCU students

Opportunity to create inspiration and engagement

Who we’re doing it for

VCU Alumni

Opportunity to cultivate development
Who we’re doing it for

VCU Faculty and Staff

● Academic Faculty
● Academic Staff
● Clinical Faculty
● Clinical Staff

Who we’re doing it for

Opportunity to network across campus
Opportunity to earn Continuing Education credits

Who we’re doing it for

Richmond Communities

● Local non-profit organizations/advocacy groups
● State/Local government agencies
● Community organizations
● Neighborhood associations
● K-12 schools
● Residents and citizens of metropolitan Richmond

Who we’re doing it for

Opportunity to cultivate collaboration

Why we’re doing it? Because it fills a need...

People would attend the event...

99% of surveyed stakeholders said they would either attend or maybe attend the event!
Who do our stakeholders want to hear?

<table>
<thead>
<tr>
<th>Types of Speakers</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entertainers (e.g., Stephen Colbert)</td>
<td>65</td>
</tr>
<tr>
<td>Scientists (e.g., Bill Nye, Neil deGrasse Tyson)</td>
<td>34</td>
</tr>
<tr>
<td>Social Activists (e.g., Greta Thunberg)</td>
<td>37</td>
</tr>
<tr>
<td>Political Figures (e.g., Elizabeth Warren, George W. Bush)</td>
<td>34</td>
</tr>
<tr>
<td>Artists (e.g., David Bowie, Mick Jagger)</td>
<td>32</td>
</tr>
<tr>
<td>Other (please specify type or name of speaker)</td>
<td>13</td>
</tr>
</tbody>
</table>

Barriers to Attending the Event

- Conflicts with other events or work
- Appeal of the speaker
- Parking
- Admittance cost
- Timing of the event

Impact

- Depending on the speaker and the subject he/she talks about, the series would either inspire me to get up and do stuff that matters, or invoke a sense of introspection.
- I would be more likely to think that VCU had national recognition.

How would a speaker series IMPACT you?

VCU Undergraduate Student

VCU Graduate/Prof Student

How would the event IMPACT you?

VCU Alumni

VCU Faculty

VCU Staff

*"Open my mind and the mind of the youth I would bring with me. It would increase my creativity and improve the way I approach everyday issues at home, work, and my community."

*"It would provide me with insight and information in many areas of interest."

*"Learning new information and perspectives. Hopefully further developing me as a professional and a person as a whole."
How would a speaker series IMPACT you?

“Finding community.”

Richmond Community Member

Logic Model

How we’re doing this

Partner with the Provost’s Office and Development and Alumni Relations

Dr. Gail Hackett
Provost & Vice President for Academic Affairs

Marti Heil
Vice President for Development and Alumni Relations

The Value

National spotlight

Build VCU school spirit and pride

Unity between both campuses

Develop classroom and community collaborations

Building relationships

Thought provoking ideas and conversation

Possible sponsors to partner with

Union

BB&T

Westminster, Gwin Navy at Home

Carmax

Genworth Financial

Goodwill

The Martin Agency
How we’re doing this

Starting Small, Thinking Big

- One or two big name speakers in year one
- Grow to at least one big budget speaker with two or three lower cost but well known speakers through the following years
- Potential to align other speakers on campus under a common topic for the year

Assessment

- Track attendance
  - Quantitative
- Gather post-event feedback
  - Qualitative
- Data driven decision making
- Possibility for real-time feedback and interaction

Dedicated Staff

- Single point of contact
- Work with Event & Meeting Services to coordinate logistics
Learn from Unknows

Learn from what other universities are already doing
Improve based on what you learn from assessment and experience

Team Dynamics
- Clear roles and purpose developed at the start of the program
- Brainstormed solutions
- Used collaborative processes throughout the project
- Developed interpersonal relationships and trust between team members

Acknowledgements
Grace E. Harris Leadership Institute cohorts
Provost Office
Marti Heil
Chuck Klink
Nakeina Douglas
Olivia Barnes