

10- Year Reflective Study

Rina Hauptfeld & Megan Jones

How this will be organized (90 min)

10 Year Reflective Study (20 min)

- Fellows Program to Date
- 2019 Study: Summary of findings
- Recommendations
- Questions (10)

Breakout: How can we make the
recommendations work? (90 min)

The Fellows Program to Date

- 9 Cohorts
- 135 fellows
 - 62 graduate students
 - 40 practitioners
 - 25 CSU faculty
 - 8 undergraduates
 - plus + undergraduate interns
- 17 departments in 6 colleges
- 12 U.S. states, 17 Native American Nations, 26 countries

The Fellows Program to Date

- human/wildlife conflicts
- urban and rural agriculture
- water issues
- protected area management
- climate change
- food security
- land stewardship
- forest restoration
- bird conservation and more

The Fellows Program to Date

- Publications?!
- Products?!

[Please provide any products from your fellowship to Kim or Rina]

2019 Study

What we did

Research objectives

- Long-term impact of Fellows Program on:
 - (i) fellows
 - (ii) collaborative conservation
 - (iii) communities & systems
- Improve Fellows Program

Gathering data

- Surveys (49)
- Interviews (31 of 37 interviewed)
 - Thematic analysis
- Permission for past feedback

Output

- 50+-page report

2019 Study

What we found

6 Themes

1. Positive overall impressions
2. Transformative impact on fellows
3. Broader professional benefits
4. Projects live beyond fellowship
5. Meaningful components
6. Gaps & suggestions

Theme 1: FP
has positive
overall
impression

Fellowship provided value during
and afterward

Fellows encourage others to
apply

Theme 1: Positive overall impression

I hope it continues and gets bigger or stays strong, whatever they're trying to do with it. I just think it's a really good program and I'm always recommending folks look at applying or looking into it.

(Fellow 18, practitioner)

Theme 2: FP
transforms
agents of
collaborative
conservation

Changes to:

- career trajectories or focus
- use of collaboration

Catalyzed by:

- appreciate collaboration is useful
- learn characteristics of the collaborative process
- gain comfort with collaborative process

Theme 2: Transforming agents of collaborative conservation

If I had not had the chance to think outside of the box, which the CCC funded, I would never have ventured into this methodological adventure, which was to experiment with participatory methods involving local people as collaborative researchers... So really the CCC gave me a chance to...do a different project, which has almost become like my specialty... It changed my life. And my research direction.

(Fellow 7, graduate student)

Theme 3: Broader professional benefits

Developed confidence and leadership

- Decision-making
- Independent
- Leadership characteristics

Credibility with partners

Transferable skills

- Grant writing
- Project management

Theme 3: Broader professional benefits

Actually the products of the fellowship, the scientific products, put me on the map... Who would've thunk it, that paper that I wrote...got picked up by some very active groups of researchers working on those themes... So in that sense it made me a leader, an intellectual leader in that field, in a geographic area that I was really interested in working in. So in that way it's partly responsible for the contacts I got this year with the conservation NGO.

(Fellow 24, faculty)

Theme 4: Fellows projects live on

Project expanded, replicated,
institutionalized

Projects impact stakeholders &
structures

- Tangible impact to policy, education, livelihoods
- Project catalyze local action
- Collaboration increases impact

Impact evaluation is challenging

- Not done
- Beyond the scope of project
- Process outcomes undervalued

Theme 4: Projects live on

Through the process of having a women's-only workshop on [local] knowledge, kind of sparked for them a desire to carry this forward, and think 'Where can there be opportunities to train the next generation of the community of girls in this knowledge? To transfer that knowledge'.

(Fellow 6, graduate student)

Talking with people, it just really got hammered home how much some of what I was asking was on the right track, but other things that were emerging were so much more relevant to them

(Fellow 15, graduate student).

Theme 5:
FP is a unique
experiential
program...
and other
meaningful
components

Project experience crucial

Funding: unique, independent

Interactions with cohort & staff

Supportive CCC culture

Theme 5: Meaningful components

I do think that there's a lot of value in having an academic home outside your department... just finding your people with commonalities that make you feel like less crazy, less of an imposter, and then help you formulate better research questions.

(Fellow 2, graduate student).

Theme 6: Gaps & suggestions

Expand training to increase collaboration capacity

- cultural & power differences
- outreach & technical communication
- evaluation

Engagement & networking

Long-term learning

- application & reporting requirements

Theme 6: Gaps & suggestions

It would have been neat to say 'what have all these people from the 9 cohorts...Who are they? What are they doing? Are there any areas of overlap or things that I am interested in and how can I reach out?' That would have been really helpful.

(Fellow 13, graduate student)

2019 Study
What we
recommend
(draft 1)

Recommendation 0

Keep Fellow Program
Running!

Recommendation 1

Award individual & team
fellowships

2019 Study
What we
recommend
(draft 1)

Recommendation 2

Fund geographically diverse projects

Recommendation 3

Award graduate, faculty & practitioner fellowship together

2019 Study
What we
recommend
(draft 1)

Recommendation 4

Facilitate networking during &
after

- Remote
- In person

2019 Study

What we recommend

(draft 1)

Recommendation 5

- Expand training
 - Full-day trainings to active & alumni fellows, plus public!
 - Create mentoring program

Recommendation 6

- Facilitate long-term learning
 - Post training materials online
 - Post fellows products online

2019 Study
What we
recommend
(draft 1)

Recommendation 7

**Build cohort cohesion through
invested and accessible
leadership**

2019 Study
What we
recommend
(draft 1)

Recommendation 8

- Include intangibles and process outcomes in evaluations

Recommendation 9

- Fund carry-on projects

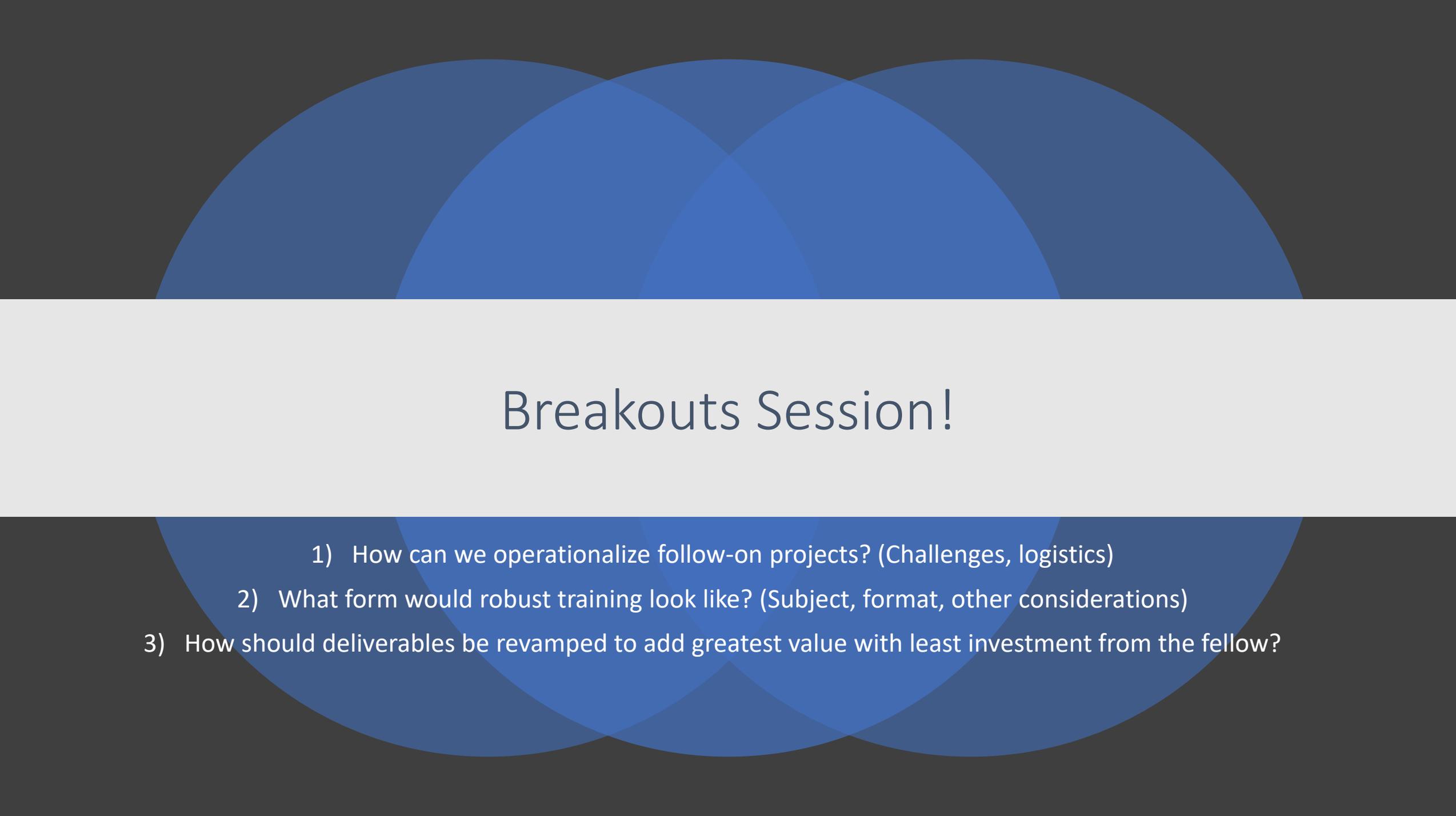
2019 Study
What we
recommend
(draft 1)

Recommendation 10

**Revise deliverables to maximize
utility and minimize effort**

Questions?





Breakouts Session!

- 1) How can we operationalize follow-on projects? (Challenges, logistics)
- 2) What form would robust training look like? (Subject, format, other considerations)
- 3) How should deliverables be revamped to add greatest value with least investment from the fellow?