Central Massachusetts STEM Network Ecosystem

https://wp.wpi.edu/cmsn/

Minutes from Full Network Meeting
Thursday, Feb. 27, 2020
The Hanover Insurance Group, Worcester, MA

Networking and Snacks

Welcome and Introductions
During introductions around the room, the 28 attendees listed at the end of these minutes were asked to state one task connected to their work that they would like to see the Ecosystem focus on:

- Want STEM & diversity projects to go hand in hand
- Central repository/database of all STEM offerings and members for our region to promote collaboration
- Grow Ecosystem & representatives from all sectors & get all working in one direction
- STEM Day: all work together on a big, shared event
- Encourage consistency in what STEM actually is; promote integrated STEM
- Promote good elementary school science & learning opportunities
- Create concrete list of STEM jobs and pathways to secure them
- Long-term STEM plan for schools
- Make STEM fun
- Provide STEM internship opportunities for students

Updates & Information

- Massachusetts STEM Summit Table – Looking for volunteers to staff CMSNE exhibitor table, and we have one complimentary ticket available for the day (since taken); contact Kathy at kcchen@wpi.edu to volunteer to staff our table.
- Central MA Science Festival, Sat. April 18 at Boys & Girls Club in Leominster; contact Donata at dmartin@bgcfl.org to get involved.
- TouchTomorrow Volunteers & Exhibitors, Sat. June 13 at WPI in Worcester – over 150 exhibits, free day for PK-12 students and families and educators to experience STEM; need exhibitors, many volunteers, and financial sponsors; contact Nicole at nmanterni@wpi.edu.

Constellation Report Outs
Please see attached single slide report out for each of our 6 current constellations. Email Katie at kaelmes@wpi.edu to join a constellation! Fundraising & Resource Development constellation really needs more people to join this important work to insure the Ecosystem has the resources to continue and do the good work we want to accomplish. We are hoping to add the constellations to the CMSNE website. Below is an image of the shared vision of the ecosystem letting constellation groups (or
Subgroups) to naturally bubble up with ideas that would benefit the ecosystem, are aligned to the shared vision, and are aligned with work people in the ecosystem are already doing.

**Governance Model Updates and Feedback**

The CMSNE Transition Team has been working to transition our group from a network to a collaborative ecosystem. The Transition Team is hoping to wrap up its work soon as we get a new CMSNE governance structure up and running. Please see the attached slides for details of the presentation. It was suggested that the CMSNE should introduce their fundraising needs to the Chamber of Commerce.

A group poster activity by the members in attendance of the meeting was used to help define new leadership structure. Majority responses noted below. Pictures of actual posters are at the end of this document.

**Leadership group term commitments:**
- How many years per term?
  1-year terms with option to re-up, although the idea was voiced in discussion that a longer term (such as a 2 year term) is helpful to keep a group moving forward and not have to look for new people every year; a minimum of 2-year terms is also necessary to stagger terms to maintain the knowledge base as was a more popular suggestion on a different poster.
- What are the commitments that should come with serving on the leadership group?
  Maintain communication & transparency
**Representation from all sectors:**
- In which sectors are we weak?
- Students & parents
- How can we get people from all sectors to serve?
Need a clear call to action and why. Purpose of group should be on all communications.

**General thoughts/questions/suggestions:**
- What else do we need to consider about a decision-making, sustainable leadership group?
Stagger terms to maintain knowledge base. Diversity in regional representation. Have a vision/mission statement/strategic plan.

**Structure of sector representation:**
- How many representatives from each sector should serve on the leadership group?
  2 people/sector
- Are there any sectors missing from our list?
  Students

**Options for leadership group name:**
Advisory Board got most votes with Steering Committee coming in second

It was suggested that board members be able to send a proxy if they cannot attend a meeting. It was suggested that bylaws or guiding principles or a constitution be created next to clearly define how group will truly operate: what is a constellation; length of terms; who has fiduciary responsibility; defining sector representation. People interested in joining the new leadership group should email Katie at kaelmes@wpi.edu.

**STEM and the Community Mental Model**
[See attached handout that was used during this activity.]
A Mental Model underlies the culture. What is it about our thinking that creates current systems and supports them persisting? Group activity then share outs by three groups. How do STEM and community intersect? When they do, what does each give and get? What kind of work would help strengthen this relationship? What are the roles of constellations? Strengths of your thinking? Do you notice any gaps, assumptions, or biases in your thinking?

Closing
Thanks to Melissa Catalfamo and Lori Caron for hosting our meeting at Hanover Insurance and to the Transition Team for all their hard work.

Upcoming CMSNE Dates:

Quarterly Meetings:
    Thursday, May 14, 3-6pm (location pending)

Constellation Meetings:

1. Partnerships for Career Exploration/Preparation: First Monday of each month, 3:30-5:30pm email Katie Elmes kaelmes@wpi.edu for more information
2. Youth and Family Voice: Second Tuesday of each month 3-5pm by phone; email Melissa to be added to the skype call (mcatalfamo@hanover.com)
3. Cross-sector Partnerships will meet with Outreach, Communication, & Community Engagement: email Matthew to find out when (maalvaradoross@wpi.edu) – early April
4. Fundraising & Resource Development: 3/23 2-4pm, 5/1 2-4pm, 5/27 2-4pm email Matthew to get connected (maalvaradoross@wpi.edu)
5. STEM Professional Development & Support: Last Thursday of each month 5-6:30pm email Matthew for more information (maalvaradoross@wpi.edu)

Other upcoming events that may be of interest to CMSNE members:
Massachusetts STEM Summit 2020, DCU Center in Worcester, April 15
Central MA Science Festival, Boys & Girls Club in Leominster, April 18
AVANZA! STEM Expo, Latino Education Institute at Worcester State University in Worcester, April 25
TouchTomorrow, WPI in Worcester, June 13

28 attendees
- Clare O’Connor, Boston College emeritus professor
- Courtney Evans, Big Brothers Big Sisters of Central Mass & MetroWest
- Cyndie Leveille-Webster, Cummings School of Veterinary Medicine at Tufts University
- Dante Quercio, Burncoat Quadrant, Worcester Public Schools
- Jason Walker, Re Make 4.0
- Jennifer Hardy, Worcester Technical High School
- Kathy Chen, STEM Education Center at WPI
- Kathy Renfrew, Wade Institute for Science Education
- Katie Elmes, STEM Education Center at WPI
- Kimberly LeChasseur, WPI
- Libis Bueno, Domitek
- Lori Caron, The Hanover Insurance Group
• Mark Lyons, Blackstone Valley Chamber of Commerce
• Matthew Alvarado-Ross, STEM Education Center at WPI
• Melissa Catalfamo, The Hanover Insurance Group
• Mervyn Campbell, Mass Commission for the Blind
• Michael Rubin, Uxbridge High School
• Michelle Santana, Latino Education Institute at Worcester State University
• Nicole Anterni, WPI Pre-Collegiate Outreach Programs – organized STEM Week for region
• Patty Suomala, Worcester Technical High School
• Sandy Lashin-Curewitz, independent communications consultant
• Sehba Hasan, Mount Wachusett Community College
• Siby Adina, Abby Kelley Foster Charter School
• Sridhar Adina, Dell Technologies
• Terry Adams, STEM Education Center at WPI
• Veeko Lucas, Stacy Middle School in Milford
• Viola Dube, Johnson Controls
• Wendy Phillips, Uxbridge Public Schools
Representation from all sectors:

In which sectors are we weak right now?
- Non-profit
- Elementary education
- Community
- Business
- Parents
- Students
- Family

How can we get people from all sectors to serve?

- People need to know why?
  - Clear call to action
  - Personal benefit from serving
  - Spread the word - get people to website so they can find out more before attending a meeting

- Clarify purpose of group on all communication
  - Purpose of why needs to be clear to anyone invested in participation

- Care values of group
  - Let them know what resources they can tap on
Leadership group term commitments:

How many years per term?

- min 2 (with plan to only)
  - 1 year, ad option to re-up
- 2 yrs seems like a long commitment
  - can re-up if group/wc does not have another req

What are the commitments that should come with serving on the leadership group?

- Attend monthly meetings regularly
- Make team progress & influence change & growth
- Maintain communication & transparency
- Charisma - love the work & share that love
- Agree on a charge/direction
- Have helicopter perspective & not a singular agenda
Options for leadership (group name):

Options:

Executive board

1

Steering Committee

3

Leadership Team

1

Advisory Board

7 & -1

Other (suggest your own):

board of directors

Comments:

✓ We think this sounds intimidating unapproachable
✓ Being a "board member" is attractive for recruitment
✓ This also sounds advisory, not bossy
✓ I like the sense of "advising" not "leading," per se.
✓ (if they're voting - they're going beyond advising)

Pros & Cons of names?

Big laws & policies? inform name choice

Holding a title -> pro
Structure of sector representation:

How many representatives from each sector should serve on the leadership group?

Two✔️

One - commitment to attend/1 year term

Are there any sectors missing from our list?

☑️ Student - with the understanding that a 2-year term could be difficult
☑️ High School - 5y/3y
☑️ College grades
☑️ Not other sectors, but geographic variety ✔️ (beyond Worcester)
General thoughts/questions/suggestions:

What else do we need to consider about a decision-making, sustainable leadership group?

- Stagger terms to maintain knowledge base
- Diversity in regional representation
- Contextual perspective (knowledge of the “who”)

- Have constellation leaders serve on the leadership group.

  Have we asked people who only came to 1 or 2 mts why they aren’t more (more consistently) engaged?

- We say we’re Central MA… but are we really? How do we better include the rest of Central MA? (Besides Work?)

- How is the group branded? How strong is the brand?
- Do we have a vision/mission statement/strategy plan