Partnering for Relevancy and Inclusion: A regional approach
SORP is the voice for advancing the outdoor recreation profession.
Today’s Presenter

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Learning Objectives

Participants will

1. Consider how your management objectives can become education opportunities (why & who)
2. Identify options for education partnering in your region (how & who)
3. Learn how to start and operate a regional educational partnership (how and where)
4. Reflect on the value of partnerships for relevancy and effective management (why)
5. Know where to find additional resources and references
Today’s Journey

- Regional partnerships with higher education institutions can be an effective and rewarding endeavor to achieve youth goals and management objectives in a way that rejuvenates staff and educates the next generation of public land professionals.
Can management objectives become education opportunities?

- Experiential Education
  - Intention
  - Preparedness and Planning
  - Authenticity
  - Reflection
  - Orientation and Training
  - Monitoring and Continuous Improvement
  - Assessment and Evaluation
  - Acknowledgement

- SORP Principles for Implementation
  - Implementing Partnerships
  - Institutional Accountability
  - Plan Adaptability
  - Review and Revision

National Society of Experiential Education, 2013
Society of Outdoor Recreation Professionals, 2011
Can management objectives become education opportunities?

- What issues are you working on?
- Outreach & education
- Data collection
- Surveying
- Conservation work
- Special projects
- Community relations
- Relevancy?
What options do you have for education partnering in your region?

- What higher education institutions do you have in your area?
- What contacts do you have within these institutions?
- Places open to partnering
  - Individual departments
  - Career centers
  - Diversity centers
Starting your own: the IIC as an example

- IIC's Mission
  - The Intergovernmental Internship Cooperative (IIC) develops public land leaders of tomorrow through being a centralized resource of committed and engaged partners. We are collaborating to provide relevant and meaningful educational experiences and career opportunities to university and other youth in the region and meet partner needs. We encourage stewardship of and appreciation for the richness of the region’s lands and resources.
Where?

REGIONAL PARTNERS

National Park Service
Bryce Canyon National Park
Cedar Breaks National Monument
Grand Canyon Parashant National Monument
Great Basin National Park
Pipe Springs National Monument
Zion National Park
Bureau of Land Management
Color Country
Grand Staircase-Escalante National Monument
Arizona Strip/Vermillion Cliff
US Forest Service
Dixie National Forest
Fishlake National Forest
Kaibab National Forest
State of Utah
State Parks
Division of Wildlife Services
Workforce Services
Tribes
Cedar City Paiute Band
Kaibab Band
Universities
Southern Utah University
Dixie State University
Southwest Applied Technology College
Mojave Community College
*host
^Founding organization
What does it look like after 10 years?

Internships (228 in 2016)

- 40 majors (biology...zoology) in 18 internship categories:
  - Administration/Accounting
  - Botany
  - Dispatch
  - Engineering
  - Fisheries
  - GIS
  - Graphic Arts
  - Historic Preservation
  - Hydrologic
  - Interpretation
  - IT
  - Land Law Examiner
  - Maintenance/Facilities Management
  - Range
  - Recreation
  - Tribal Relations
  - Visitor Use Management
  - Wildlife

Youth Crews (9 leaders, 3 assistant crew leaders, 40 youth)

- IIC Youth Conservation Corp
  - Members can be 16 to 18 years. Beginner level skills and learning experiences encouraged
  - Emphasis on teamwork and developmental educational experiences

- IIC Career Internship Corp (CIC) Crew program
  - Members can be 18 or older
  - College level learning and challenging skill application encouraged
  - Emphasis on leadership development for all participants
## How do you start? Start small

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Partners</strong></td>
<td>6</td>
<td>23</td>
</tr>
<tr>
<td><strong>Interns/hours</strong></td>
<td>12 interns/5,280 hours</td>
<td>228 interns/80,416 hours</td>
</tr>
<tr>
<td><strong>Youth Crews</strong></td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td><strong>Governance</strong></td>
<td>Steering Committee (monthly meetings)</td>
<td>Steering Committee (monthly), Advisory Board (Semi Annual)</td>
</tr>
<tr>
<td><strong>Funding</strong></td>
<td>$50,000 Challenge Cost Share</td>
<td>$6 Million over five year agreements (wages = $1.5 million/year); Projects, grants, initiatives, &amp; base funds</td>
</tr>
<tr>
<td><strong>Staff</strong></td>
<td>1 part time coordinator</td>
<td>3 dedicated staff, 2-3 interns</td>
</tr>
<tr>
<td><strong>PI</strong></td>
<td>1 PI</td>
<td>1 PI, 1 Assistant</td>
</tr>
<tr>
<td><strong>Campus Support</strong></td>
<td>HR, Chair of PE, Outdoor Rec Coordinator, 1 Dean</td>
<td>HR, SPARC, Contoller’s Office, Payroll, Professors, Deans, Provost, President</td>
</tr>
<tr>
<td><strong>10 year summary</strong></td>
<td>1,596 interns</td>
<td>Average intern cost $6,300</td>
</tr>
</tbody>
</table>
Make your work relevant to education: IIC Career Development Model

Tier 1
Paid Internships
- Internships
- Work Study Positions
- CIC Crews

Tier 2
Leadership Development
- Leadership Positions
- Crew Leaders
- Advanced Skill Internships

Tier 3
Hiring Authorities
- Recent Graduate
- Public Land Corp Authority
- Direct Hire Authority
- Pathways Program

Skills & Appreciation
- Advocacy
- Supporters
- Volunteers
- Participants

Career

Regional Youth Recruiting
- Youth Conservation Corps Summer Jobs
- Outdoor Camps
- Educational Programs
What do you need in the mix? 
The IIC Recipe

Key components
• Monthly Steering Committee meetings & semi annual Advisory Board meetings*
• Mentors*
• Interns*
• Dedicated staff*
• Administrative support*
• Partnership celebration gatherings*
• Website*
• Intern Handbook
• Orientation & Trainings*
• Campus resources
  • Professors*
  • Career services
  • Multicultural Center
  • Human Resources*
  • Payroll
  • Controller’s Office
  • Sponsored Programs, Agreements, and Contracts*
What is the value of partnerships?

- Action Research is a form of qualitative methodology which places systematic inquiry into practice.
  - Intention
  - Group Inquiry Sessions (2)
  - Analysis (Dedoose)
  - Interpretation
  - Practice
Action Research: The value of partnerships

- The purpose of this research project is to begin a reflective ritual based on IIC community members' understanding of their own actions and experience and how collectively we have developed relationships, found value, overcome obstacles and established best practices.
The questions we are asking

1. From your experience, how have we, as a community, expressed the IIC's mission and vision?
2. What relationships have you developed from being part of the IIC?
3. What outcomes or results have made a difference for you?
4. How do you receive and exchange information regarding the IIC?
5. What challenges do you see the IIC encountering in the next few years?
6. What changes would you make to improve the IIC?
7. What do you value about the IIC?
8. Is there anything else you want to say about being part of the IIC that you want to share with the IIC community?
What we are learning: Best practices identified

- Processes matter
  - Centralized resource
  - Efficiency in shared programming
- Collaboration
- Network
- Focused goal: youth development
  - Offers bureaucratic options
  - Aligned with national and regional initiatives
  - Offers flexibility
What we are learning: Relationships & outcomes

- Outcomes
  - Stewardship
  - Career opportunities
  - Engage youth
  - Develop public land leaders for tomorrow
  - Education outcomes
    - Associate tribal youth to their homeland
    - Employ local (and tribal) youth
    - Decreases silos
    - Empowers and motivates employees
    - Changing lives

- Day in the Parks
- University of the Parks
- Students become professionals
- Sense of place
- Informing curriculum
- Local connections through families
- Changing community perceptions
- Real world application
- Experimentation
- Build resumes with real experience

Students University Public Land Agencies
What we are learning: Overcoming obstacles (together)

- Challenges we’re facing
  - Increasing **diversity** in application pool
  - Increasing connecting agency staff with professors
  - Limitations in hiring interns
  - Need more jobs for talented interns
  - Vehicle insurance
  - **Translating** lingo between partners
  - Disseminating success to others
  - Growing the pool of interns
  - Housing for interns
What we are learning: Shared values

- Youth connection (pre-college)
- Community connection
- Professional Development
- Network
- Community/Relationships
- Improvements
- Relevancy
- Opportunities
- Efficient use of resources
- Challenges
- Education
- Experience
Summing it up

- Processes matter
- Collaboration
- Alignment is key
- Intended outcomes
- Unintended outcomes
- Problem solving challenges

1,596 interns later, through partnering we have developed relationships, found value, overcome obstacles and established best practices.
Where do you find additional resources and references?

- Southern Utah University IIC
- Cooperative Ecosystem Studies Units
- Your regional higher education institutions
- Your alma maters
- Partnership coordinators within regional public lands
Presentation Review

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Questions?

Type your question in the QUESTION pane of the Control Panel.
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“Outdoor Recreation Planning” now available in print and as an eBook at sagamorepub.com

2018 National Outdoor Recreation Conference
Burlington, Vermont – April 23 - 26, 2018
Watch for a follow up email and survey about this webinar.

Check out the SORP website (www.RecPro.org) for more outdoor recreation technical resources.

Questions about SORP?
Contact Brenda Adams-Weyant – Brenda@RecPro.org