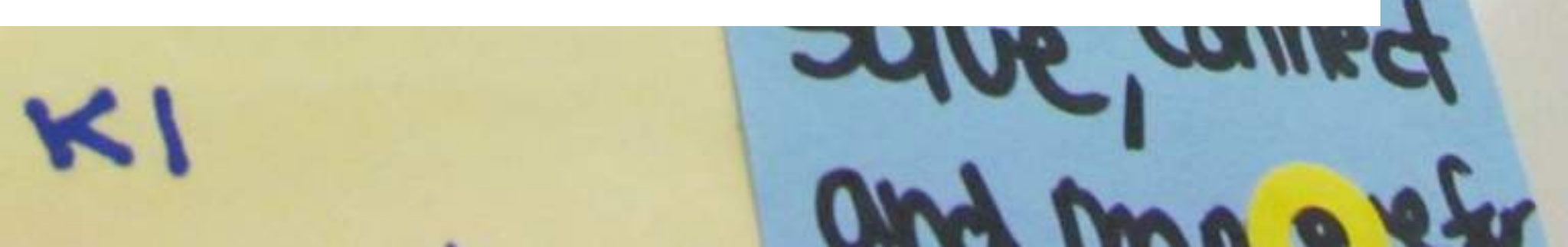




# #KISSBONDAGE RETREAT SUMMARY BRIEF

JANUARY 11, 2014





of a sense  
of community

Building  
Community  
in KISS

## PURPOSE

On January 11th, 2014, 26 Knowledge Integration students, representing each cohort, gathered in the KI Studio (EV2-2069) from 9-4pm to participate in the #KISSBondage Retreat.

This retreat was designed to address the following questions:

- How might we envision a KISS Structure that caters to the needs of its diverse network of students?
- What purpose will KISS serve in the years to come?
- How might we visualise this change?

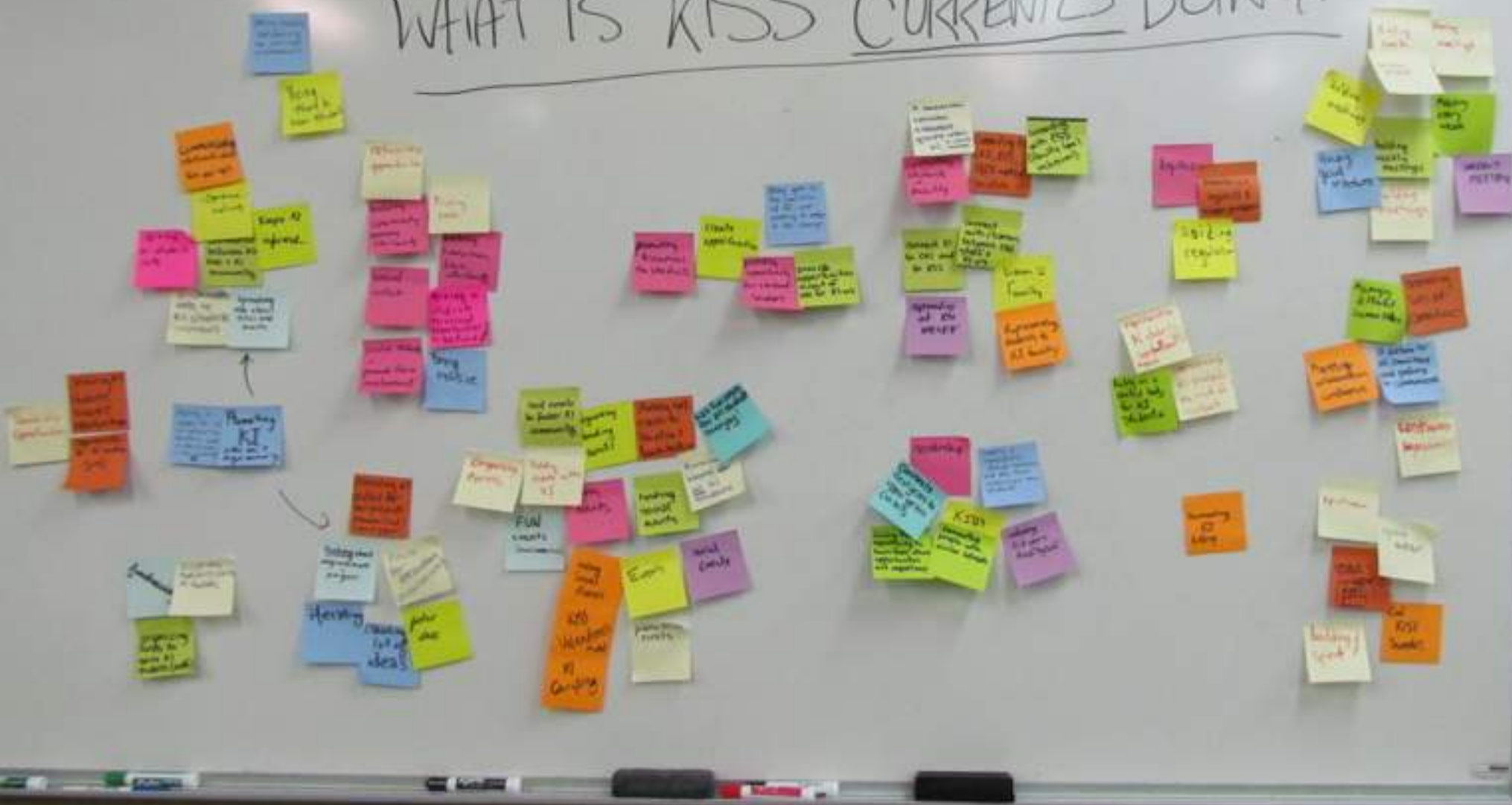
# CURRENT STRUCTURE

The current KISS Structure is as follows:





# WHAT IS KISS CURRENTLY DOING?



## DISCOVERY

In the Discovery session, students were posed two questions:

- What is KISS currently doing?
- What could KISS be?

The first question was designed to assess what KI students believe the student society does. The second question was designed to determine what KI students want from their student society and what they value.

For each question students were given post-its that were roughly categorised. The transcribed answers appear on the next two pages.

# WHAT IS KISS CURRENTLY DOING?

- **Builds community / provides mentorship**
  - Builds community among students
  - Builds spirit
  - Is really welcoming to non-exec involvement
  - Is inclusive
  - Connects first years to upper years (in KI)
  - Mentorship
  - Welcomes first years through “Big Kids”
  - Connects people with similar interests
  - KIDS program
  - Creates a community through mentorship and fun that encourages new students
- **Hosts social events**
  - Plans social events x8
  - Plans cool events to socialise and learn new things
  - KI Camping
  - KISS Valentine’s Day
  - Running events for all KI students
  - Social outlet
  - Has fun events for all students to enjoy
  - Organises bonding events
  - FUN events (social connection)
  - Hosts events to foster KI community
- **Fosters ideas**
  - Fosters idea
  - Forum for innovations (e.g. Kinnovations)
  - Provides outlet for new projects (e.g. Special Projects)
  - Creates a lot of ideas
- **Facilitates leadership opportunities**
  - Leadership opportunities
  - Provides resources to students
  - Gives opportunities for KI students
  - Provides KI students leadership opportunities
  - Provides opportunities in/out of UW for KI-ers
  - Provides opportunities for student leaders
- **Logistics**
  - Logistics
  - Abides by regulation
  - Smooths out logistics and hidden problems
- **Holds meetings**
  - Holding (weekly) meetings x8
  - Eating snacks
  - Having good intentions
  - Writing stickies
- **Implements ideas via committees**
  - Acts as a platform for all committees and positions to communicate
  - Operates lots of committees
  - Is planning a collaboration conference
  - Manages different committees
- **Connects to other UW bodies**
  - Connects students and faculty
  - Connects to CKI, ESS, Feds + other societies
  - Connects with/liaison between CKI staff and KI-ers
  - Connects KI to CKI and to ESS
  - Represents KI at ESS and WESEF
  - Connects wit ESS (faculty love / inclusion)
  - Represents students to KI faculty
  - Liaison with faculty
- **Represents KI Students**
  - Represents KI students symbolically
  - Is there to hear students
  - Represents KI students as a point of contact
  - Acts as a central body for KI students
- **Builds reputation of KI**
  - Promotes KI in the university and larger community
  - Makes a name for KI as innovative thinkers both in the university and the world
- **Facilitates networking within KI**
  - Involves students and promotes future involvement
  - Mixing years
  - Connection between different groups within KI, i.e. co-horts, committees
  - Networking opportunities in KISS
  - Builds connection between students
- **Facilitates external networking**
  - Gives KI students opportunities to befriend others
  - Organises networking opportunities outside of KISS
- **Fundraising / Tracking Funds**
  - Fundraising
  - Organises the distribution of funds
  - Organising funds to serve KI students (math)
- **Informs KI Students**
  - Communicates between KISS exec and KI community
  - Keeps KI informed
  - Communicating
  - Disseminates important info to KI students
  - Spreads info about KISS and UW events/opportunities
  - Communicates info to each cohort through year reps
  - Gives KI students info
- **Provides \$WAG**
  - Spiritwear x 3
  - KISS Sweaters
- **Documents KI History**
- **Improves KISS**
  - *Thinks* about improvement and progress
  - Iterates
  - Continuous improvement
  - Is open to the evolution of KI and works to adapt to the change

# WHAT COULD KISS BE?

- All the current stuff
- Increased academic support x2
- Help people meet people
- Help me figure out what I want to do
- Info about post-undergraduate opportunities
- Help pick courses/life plan within undergrad
- An avenue for Klers to get help...whatever that is.
- Keep doing social events x2
- Host events within KI community for KI students
- More social networking events in KISS community
- Events that foster bonding and community spirit
- More accessible events
- More drop-in events
- More off campus events
- Canoe trip (> camping)
- Social time after seminar
- More snacks
- KISS parties x2
- Holding more diverse events (likes the traditional events/having those traditions, but breaking that occasionally would be nice)
- Alumni connection --- create relationships (jobs, learning, etc)
- Bridging alumni and current students (for knowledge, connections, networking, advice)
- Alumni relations
- Alumni network
- Use alumni to help us
- Plan for KI's future, not just present
- Simplify and streamline exec
- A hierarchy that provides solid structure for new initiatives
- Flexible positions people design based on specific interests
- Have people that are responsible for different sectors
- Have more quicker/efficient meetings x2
- Give budget/\$ to committees other than events
- Less projects, a few projects done really well
- Focusing energy (fewer things/more involved)
- Year reps have duties (not just committees)
- Structure that easily supports more than one project
- Be agile
- Having open meetings and QGMs (or something like that)
- More explicit meeting structures
- More implementing information
- More QGMs
- Skills workshops i.e. resume writing, grad applications, etc.
- Learning / skill development opportunities
- Give Klers assistance with business opps, foster ideas, etc.
- Facilitate extra-curricular learning / skill-building sessions x3
- Business stuff
- Idea club
- Be a forum to facilitate students ideas (idea pipe)
- Consensus club (i.e. instead of debate club)
- Co-op program
- Work opportunities
- Get KI known/recognised
- Build reputation in KW community (and outside?)
- Connect students with business community
- Build strong external networks
- International notoriety
- Hardcore marketing
- KI branding
- Advertise KI (to faculty, university, KW, employers etc.)
- Provide more information for prospective KI students
- Recruit new KI students
- Represent us to bodies outside of KI and the university
- A unit that represents all KI students to the greater community
- A venue for new KI-ers to connect with greater KI-community
- KISS website in condition to show for prospective KI students
- Easy archives - accessible (ex. good interface, ease of access)
- Record the memories
- Full archives (i.e. business model)
- Accessible history/archive of KI
- Strengthen database use
- Calendar of ALL events (KI, UW, off campus, student societies etc.)
- Streamline information to non-exec KI students
- Disseminate information about KISS/UW/KW to KI students
- Communication hub
- More organised to ease communication of events
- Build connections between different ESS groups x3
- Connect with other UW student bodies
- Provide/establish social connections with other student bodies
- Build strong network between students and faculty beyond KI
- Connect with other student societies x3
- Making more connections in the university x4
- Better outreach to KI and beyond x2
- Connect more strongly to broad community (UW and KW)
- Connect to CISA (canadian interdisciplinary student association)
- Be an interdisciplinary voice on campus (connect with other UW interdisciplinary programs)
- Start our own university
- Take over UW
- Networking events for summer jobs
- Networking events within KI and UW
- Provide leadership opportunities
- Provide opportunities to use KI skills in social setting
- Could have a better sense of KISS community
- Inter/intra cohort study sessions/social times
- Host academic and/or mentorship events
- Tutoring program within KI x2
- Improve on Big Kids/Lil' Kids
- More Big Kids/Little Kids events x2
- KIDS in a different form? (connecting with someone)
- Mentorship based on specific skills (KIDS is too general)
- Engage/Be relevant and important to everyone in KISS
- Get more KI students involved in KISS
- Opportunities to get involved in KISS
- Pull all KI students together
- Lots of KISS swag (buttons, hats) - sold throughout the year
- Control its own bank account
- Financial stability
- Change fundraising model
- An organisation that raises funds to benefit the whole
- Scholarships
- Hosts conferences or have guest speaker events
- Improve KI library system
- Innovate intellectual projects outside of the university
- KISS Textbook Exchange
- Create a KI toolkit to help others not in KI learn KI skills





# DREAM

In the Dream session, students formed groups to discuss what KISS could look like moving forward. Inspired by the session before, groups collaborated and shared ideas about what the future KISS structure should look like and determined what its guiding values would be (e.g. efficiency, flexibility).

After brainstorm and design time, each group presented their ideas. Notes from each proposal and snapshots of any accompanying diagrams are presented on the next 6 pages.



# PROPOSAL 1

## Summary:

Use a two-tiered structure so KISS can function more efficiently

## Structure, How?

- GROUP 1- True Executive - 4-5 people of actual execs, responsible for making decisions and deciding the direction that KISS is going - this group is more administrative and will meet once/week.
  - People in these positions should be knowledgeable (in Administration and Communication)
  - Those passionate for independent projects can be in the outer group.
- GROUP 2- Individual Initiatives / Committee heads, Year reps, ESS/ WESEF reps
  - They report to specific people on the exec so everyone's voice is heard
  - Fewer people meeting means voices are heard more clearly (e.g. head of Kinnections would have to report in to the moderator once/week but they don't have to attend the meetings)
- Academic Advising - have an academic event with people across years split up into discipline groups (those who have experience)
  - Younger students can go to these discipline groups to get advice from upper years on how to navigate their academic university experience. Learning about good profs, good courses, etc.
- Ideas Club - talk about cool ideas and concepts that you hear about in class, or learn about on your own and want to share these fun ideas. Harnesses our diverse interests.





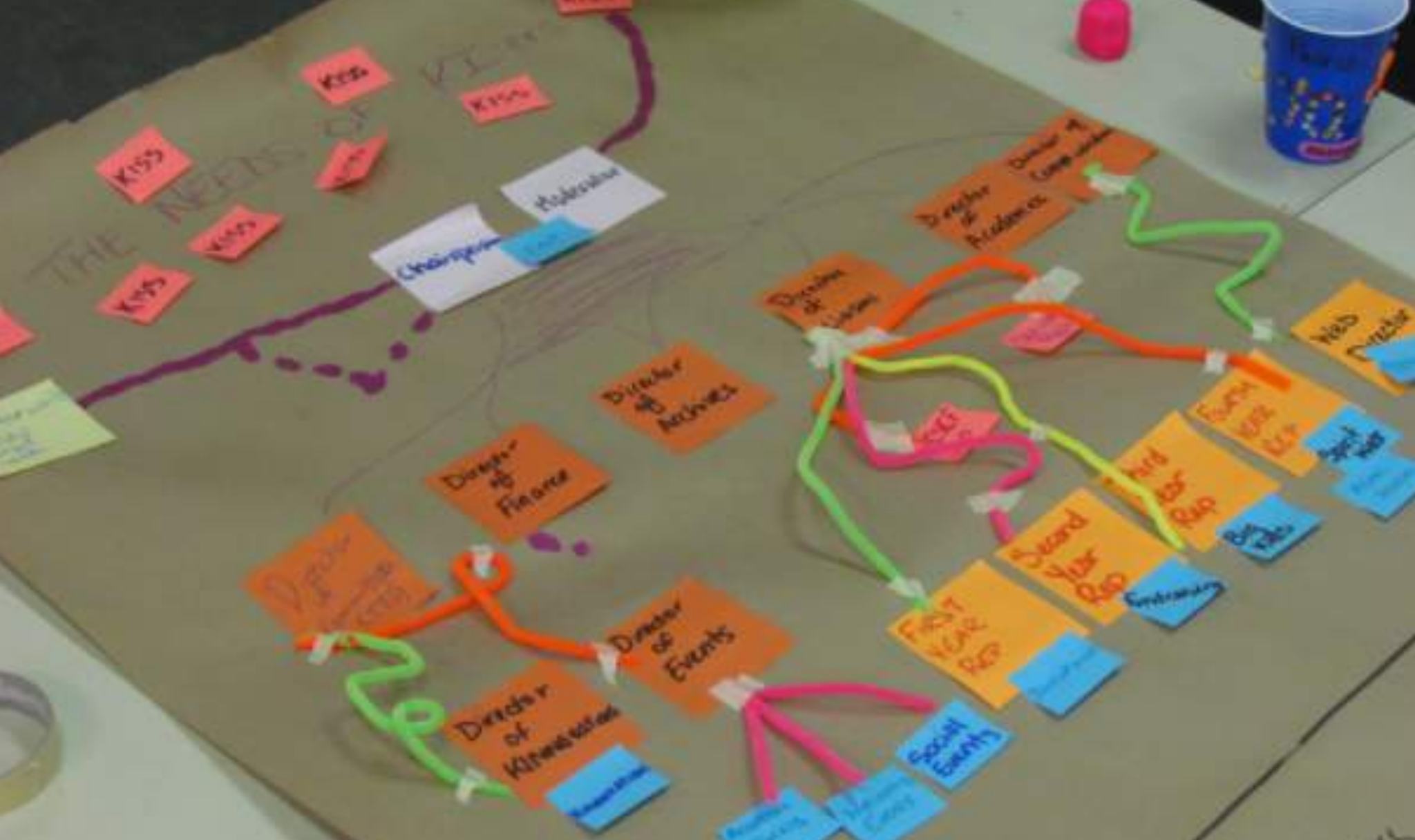
## PROPOSAL 2

### Summary:

There would be individuals who would make things happen, and make decisions in their own domain

### Structure, How?

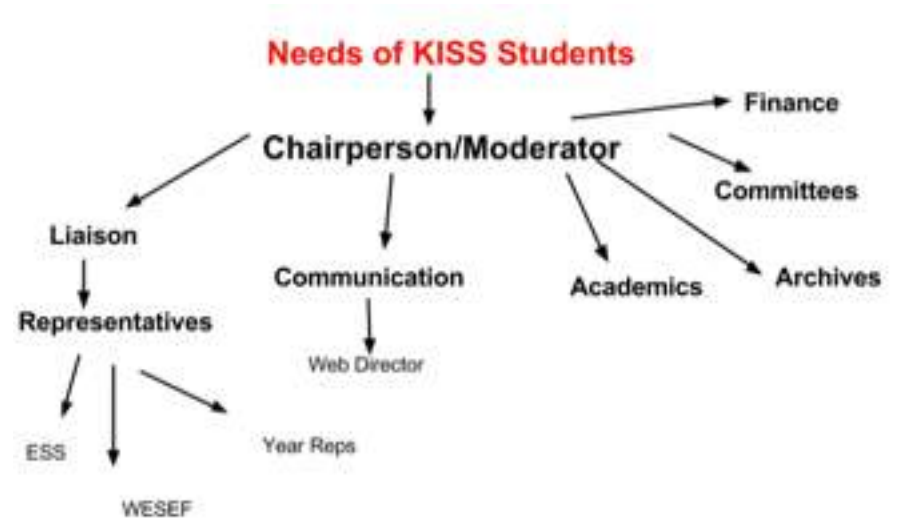
- Current KISS structure is too big, and there are too many people doing small jobs - this is a similar idea from the last group
- 3 Exec Positions
  - Academic
  - Social
  - Finance
- Meetings every 2-3 weeks in a QGM style
- The current KISS structure is too big, and there are too many people doing small jobs, so instead have the heads of committees, year reps, ESS/ WESEF reps as primary decision makers for their domain, but not KISS as a whole - have an informal forum session with KISS and non-KISS where execs report, these heads report, - this requires initiative from students, so it pushes KISS back onto the students as a whole
- Looking at networking, resources, social events etc.



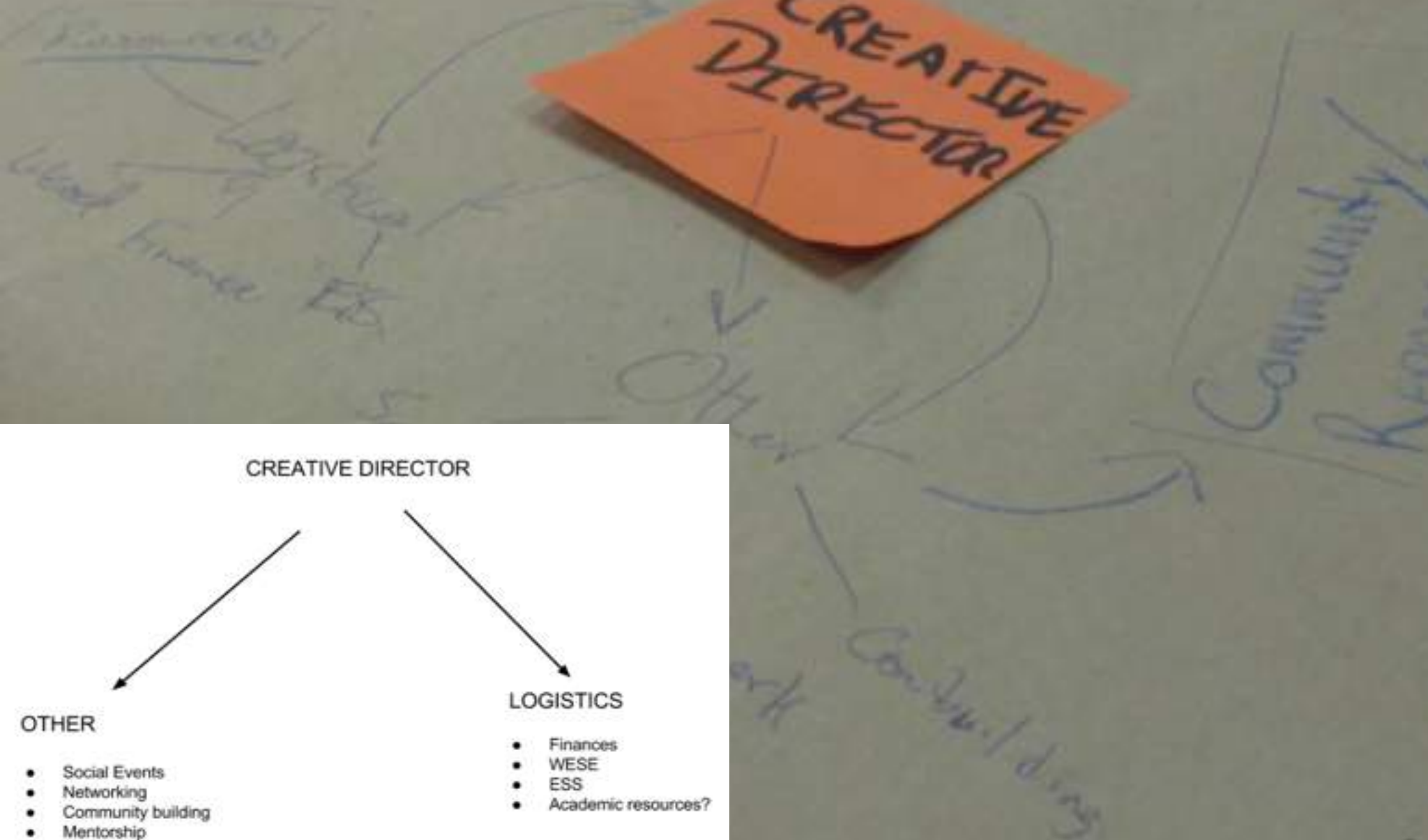
## PROPOSAL 3

Details:

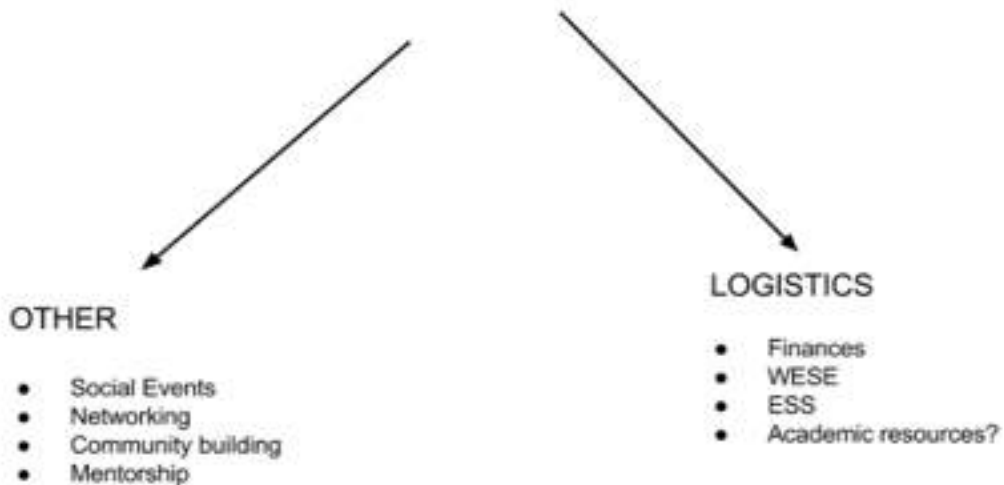
- Chairperson and Moderator - act as co-presidents
- KI students at the top
  - Major problem is that there aren't many students coming out and being involved in KISS so let KI students know that they are the priority and very much what KISS is
- Directors in charge of other people - certain directors in charge of year reps
- Have weekly meetings with less people (moderator, chair, and directors) - fewer people = more voices heard = more efficient meetings
- Streamlining into simple hierarchy







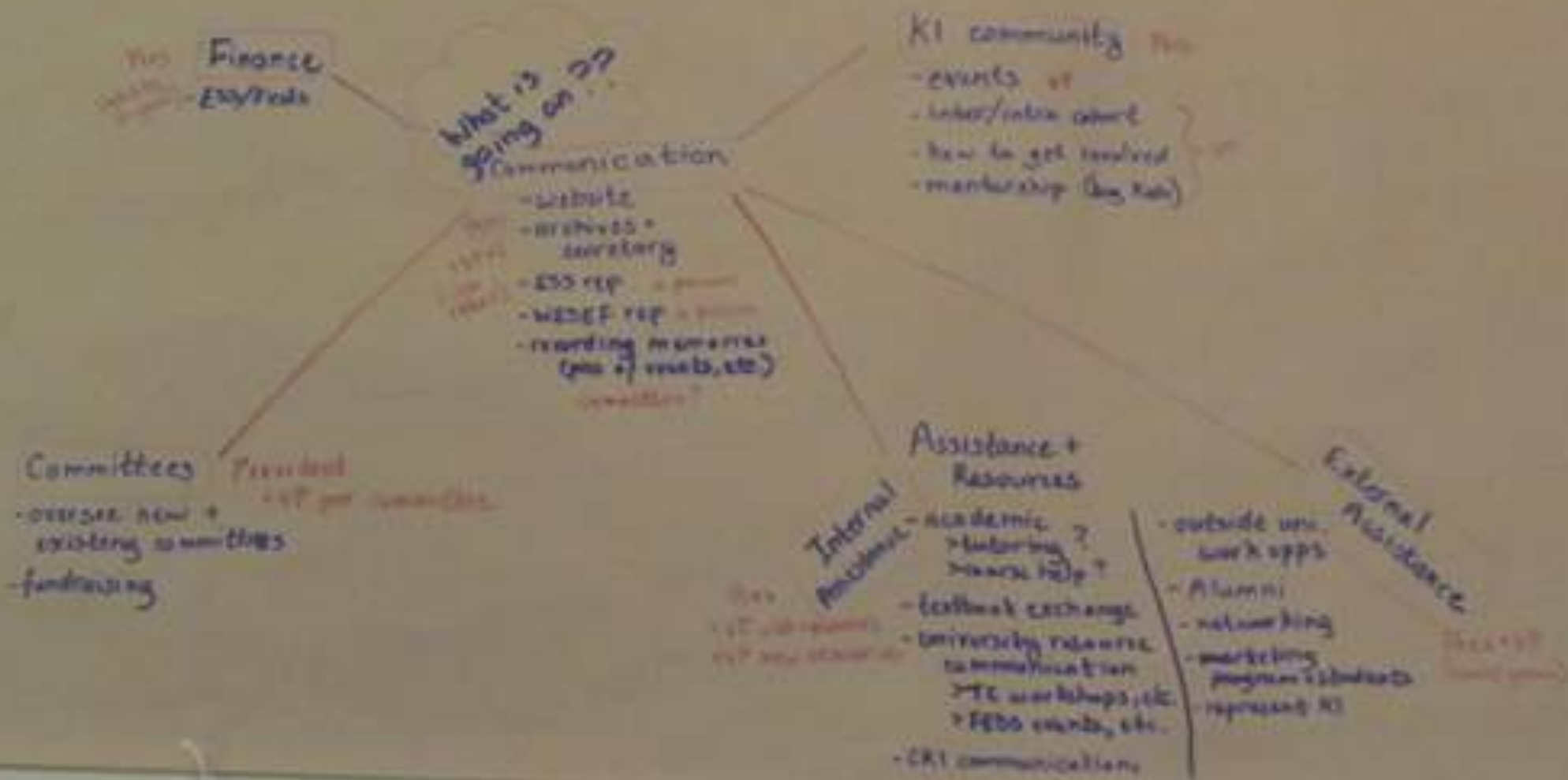
## CREATIVE DIRECTOR



## PROPOSAL 4

Important for CREATIVE and LOGISTICS to understand their roles and why it is important in the broader context of KISS (in context of KI, UW, outside the university in post grad or work, internationally - how it affects things)\*\*

- Looking at the needs between the 2 main groups of what this KISS concept could look like, and realising that sometimes there are things that fit in both (like academics, but could flesh out and see where they land most)
  - Smaller meetings, with big meetings of exec
  - Want quick meetings, or meetings spent on big, important topics and not just check ins
- What is the fundamental purpose of KISS?
  - Needs
    - Resources
    - Building a community
    - Representing KI



## PROPOSAL 5

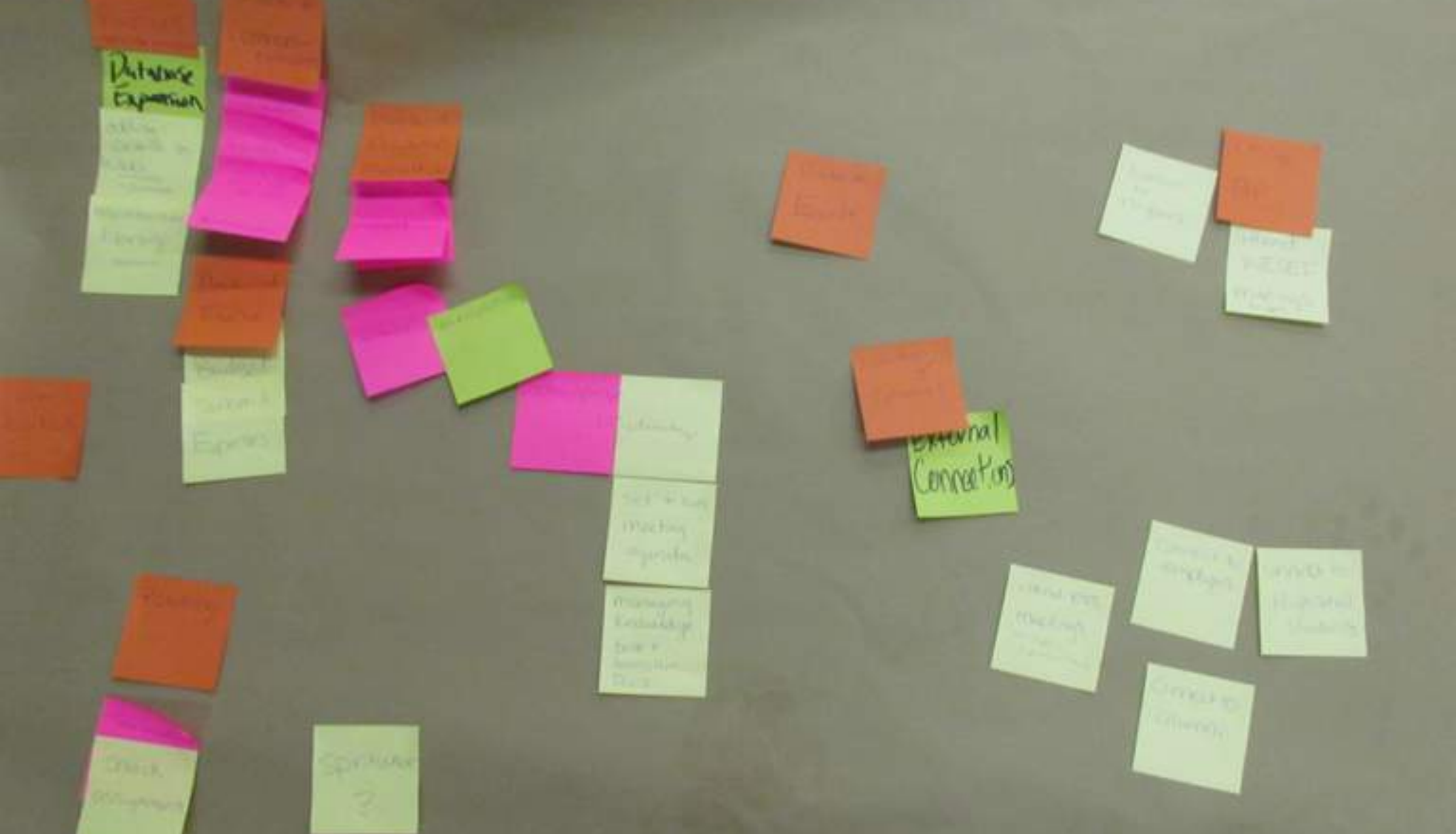
### Summary:

KISS would be made up of 6 main committees, each headed by a president and a VP. This would allow any KISS student to be involved in decision-making for KISS.

### Structure, How?

- Communication would consist of the President (who would ensure that each committee is communicating), the Web Director, an Archives Director, a Secretary, and the ESS and WESEF reps
- KI Community committee would foster a sense of community with KI (inter/intra-cohort collaboration, how to get involved in/out of KI, mentorship)
  - There would be no year reps in this structure
  - Would include Events, Cross-Cohort relations, Mentorship program
- Internal Assistance committee with coordinate CKI communication, academic initiatives (tutoring, course help), university resource communication, textbook exchange, and career opportunities
- External Assistance committee would coordinate alumni relations, networking, and represent KI to outside world
- Committees committee would oversee existing committees (e.g. Kinnovations) and facilitate the creation of new committees
- Finance committee will coordinate the budget, communicate with ESS/Feds, and fundraising
- The president of each committee would report to the presidents of the other committees
- Would have biweekly meetings with Pres/VPs and weekly meetings within committees





## PROPOSAL 6

### Summary:

Would be similar to the current structure but with a few key differences

### Structure, How?

- Chairperson and Moderator would still work together in the centre
- Would get rid of year reps, but still keep first year rep position as is (to get first years involved)
- Would appoint WESEF rep from first year
- Would keep Director of Events and Finance as is
- A lot of overlap between Communications, Archives, and Web Director
  - Would suggest that Web Director be under Archives rather than Communication - Archives can do role, but could appoint someone if necessary
- Note-taking should be rotating system, similar to snack
- Director of Academics would be in charge of mentorship and would lead KIDS
- Would add an External Director, who would take over Kinnections, be in charge of ESS rep, connect with alumni/employers, etc.
  - Would have mandate to run a committee because there is a lot of work
- Instead of Kinnovations as it is, suggested having an open position where person is elected based on the idea they would like to implement (rather than having committee come up with idea and then overseeing it)
  - Would ensure that there is one special project every year (as long as someone runs)





# DESIGN POST-ITS

- **Favourite idea**

- Idea of having 6 exec with VPs under each branch
- Farther apart more substantial meetings
- Less/small exec x3
- Director of academics runs mentorship
- Many committees each with president
- Director of external
- Having non-exec KIs to do the brunt work
- Idea pipe/club x2
- Keeping 1st year election
- Hierarchy structure
- 3 person exec

- **So crazy it just might work...**

- Ditching year reps x2
- Coffee house forum
- Forum style meetings
- Completing restructuring
- Forget about the present structure completely
- Restructuring the entire KISS system/structure from scratch
- No KISS (that's lonely!)
- Rob a bank
- 6 committees with prez meetings
- 3 person exec with portfolios

- **I want to see this happen tomorrow!**

- Minimising/streamlining number of execs x2
- Core vs outer
- First year rep then none for 2nd/3rd/4th
- Director of reps (or whatever we called it)
- All inclusive KI website
- Less updates, more action/discussion @ exec meeting
- Assistance + resources position/group
- Delegate leadership through student body
- Smaller exec
- More adaptability in KISS for new projects
- Idea committee
- More QGM-style meetings
- Define roles, open positions
- Senate/legislature - restructure KISS exec

- **I think we should explore/expand on this idea!**

- Group focused on community
- Small exec meetings / improved communication
- New hierarchy for KISS
- Someone in charge of resources/assistance
- A hierarchical structure for KISS
- Having a more clear hierarchy
- Make use of university resources and clubs and duties - KISS doesn't have to do it all
- Roles and sizes of 6 committees
- The president/VP idea
- The idea of streamlining exec into 3 pillars
- Changing what year reps do (maybe don't get rid of them)
- Keys to success
- External interaction offline

- **This is a new idea I had inspired by the presentations**

- Emphasis on why group exist
- More committees x2
- KISS as a framework to support students
- Chairperson + moderator, 6 groups below
- Have a coordinator of committees without a chairperson of KISS
- How to make new committees more easy for KI people to get involved
- Separate from ESS x2
- Separate KISS from ESS/WESEF
- Having more sub-committees to involve more students
- 3 presidents that run other big committees
- Have a coordinator of committees without a chairperson of KISS

# DISCUSSION NOTES

- What did we do?
  - Saw similarities between things that people wanted - big ideas were streamlined hierarchy, or a bunch of smaller committees, but we don't seem to like the one big group working together as KISS
  - We need to minimise the exec so that we can get the updates needed, but have the time to talk and produce action, and coordinate what's going on and bring everyone together
  - Minimise exec to maximise efficiency
  - Summarised basic ideas, and favourite ideas that we saw in the presentations and would like to put into action
- Anything surprising
  - General frustration of everyone for how KISS is being run (reassuring that everyone is a little bit frustrated)
  - Throwing out year reps was surprising
  - Giving a couple people more power seems to lead to giving lots of people more power (and lead to action) - so maybe we should just have a dictator
  - Wanting independence from ESS/ Taking over from ESS
  - Lots of similar ideas, but so many variations
  - Yay for more non-exec KISS members becoming involved
- Hesitant about what's going on moving forward
  - Complete restructuring or tweak what we have and evolve
  - There are benefits and concerns for both, so what shall we do?
- At the end of this process we're talking about changing how exec works, and roles, but moved away from talking about how we're going to talk about individual students academic interests and creating community within KI (as those were big things that we wanted to focus on)
  - So adapting new structure, will that directly affect it?
- High Points
  - Playing with play-doh
  - Eating brownies
  - Feeling like things are getting accomplished
  - Seeing all the ideas that are being thrown around, and the creativity that we have and using the skills we talk about in KI - bouncing off each other's ideas
  - This end point discussion because we were afraid that it wouldn't be a fun, successful event but today has been a positive experience for everyone and has gone over well
  - When working on structures a tour group walked past and Alex scared them with her socks and glitter cup
  - Laughing all the time! It was a good day!
- Low Points
  - When looking at KISS what it is now and could be in the future - trying to categorise so many things it was overwhelming and drained the group
  - Ditching Year Reps - the year reps can be attached to their position. sew sad. :(
  - Keeping why KISS is important post-its up would have helped with inspiration later - would have helped with big picture
  - Would have hoped for a more quantitative approach to what is best
  - Qualitative was nice for goals of KISS, and then we should've use these to measure what approach would be best for KISS
  - Quantitative is important going forward
  - A bit upset we didn't get into the things that came out of Special Projects (Alumni, KI inventory, ) and looking at why these things are important to KISS
  - But this conversation was important regardless, and hopefully we can looking at it while writing the new constitution
  - Restructuring KISS, and then restructuring the little parts of KISS (like fundraising), but it's ambitious to do everything in one day
- KISS as a platform, loose framework for how to support
- KISS should probably facilitate (maybe not implement) - constitution should outline this
- What is most important for KISS moving forward?
  - Thinking of KISS not as doing more, or taking on more, but think in terms of students taking on more and having more leadership and KISS being their resource for this. Find a structure that supports this ideal. KISS can't just keep getting bigger and taking on more tasks and leaders, but should instead be a resource centre and support system so that students with ideas have a support system when they have cool ideas and want to do things
  - Fundamental things talked about in one group was continuing building up a community and fostering the sense of community
  - Making sure that KISS doesn't take on too much and doesn't try to provide services that are already provided from other places - look at what CKI does for us, and try not to do too much overlap between CKI and KISS
  - Looking at where KISS fits in with other structures available (we are a subcategory of ESS, from Feds, from the university) so there are so many resources above us that could provide things, so when should we provide a resource, or when should we direct students to resources above us - make sure we don't duplicate services unnecessarily (sometimes maybe we should and provide it differently)
  - The idea that once it's written, and that we have roles, make sure that they know what their role is and what they are responsible for taking on, and why it's important - and each exec member can create an appointment in order to fulfill duties (it doesn't have to be a solo endeavour) - what is the role, where should they be speaking up etc.
- What do you see as the next steps moving forward
  - Re-evaluating a different structure of KISS, and deciding which method proposed today would be a good step forward (if any of the ones from today, or at least exploring them)
  - Setting values (like museum project where you create learning objectives) - guiding values to see if KISS is still doing what it's supposed to be
  - Establishing priorities
  - Defining what the KISS mandate is - this is what KISS should be going back to, what is our mission?
  - Have these things written down in a form that is more accessible than just notes - clusters, reports etc.
  - Look at Kitchener's 5 year plan as a model for capturing vision and goals (without pontificating too much on details)
    - Maybe we don't even need a new constitution? Perhaps just refocus our guiding principles
- Looking forward...
  - Streamlined
  - Moving quickly at the beginning of each term
  - Events to connect first years to resources and people - get it going right away! Like for course selection, you have to be organised before that!
- If you could be involved in the process moving forward, what would you like to do?
  - It would be nice if we could vote on some of the key features (i.e. year reps, hierarchy vs. heterarchy)
- Timeline?
  - Will be voting a new committee in the week before last seminar
  - Will vote on a structure/constitution the week before reading week
  - Aim to disseminate the constitution by February 7





# CONCLUSION

This retreat stimulated some fruitful discussion as to the future direction of KISS. A small committee has been initiated to oversee the discussion of a new structure and the proposal of a new constitution. Through this process, the committee will be consulting the general KI student population and will be working heavily from the insights from the retreat.

We would like to acknowledge the following students for their participation in the retreat:

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**NOTE:** If you are a current KISS Member or KISS Alumni Member and have any questions or comments regarding the outcomes of the Retreat or the initiatives being undertaken to move progress along, do not hesitate to contact:

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**Retreat Facilitators and Co-ordinators:** Skaidra Puodziunas (2013/14 Chair Person) and Alex Pearce (2013/14 Moderator)

**Retreat Co-Facilitator:** Chelsea Mills (2013/14 Director of Kinnections & Fourth Year Representative)

**Retreat Co-Facilitator & Communications:** Ian Scholten (2013/14 Director of Communications)

**Retreat Notes Transcribed by:** Natasha John (2013/14 Director of Archives) and Jamie Vinken (KISS-ESS Representative)

**Retreat Report Prepared by:** Natasha John (2013/14 Director of Archives)

**Photos Captured by:** Ian Scholten (2013/14 Director of Communications) and Skaidra Puodziunas (2013/14 Chair Person)

