# Small Design Moves for Fostering Resilience

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**November 4, 2026**

# Agenda

2:45 – 3:00

**Welcome, Intros, Framing**

3:00 – 3:45

**Part 1**

3:45 – 3:50

**Break**

3:50 – 4:30

**Part 2**

# Framing Resilience

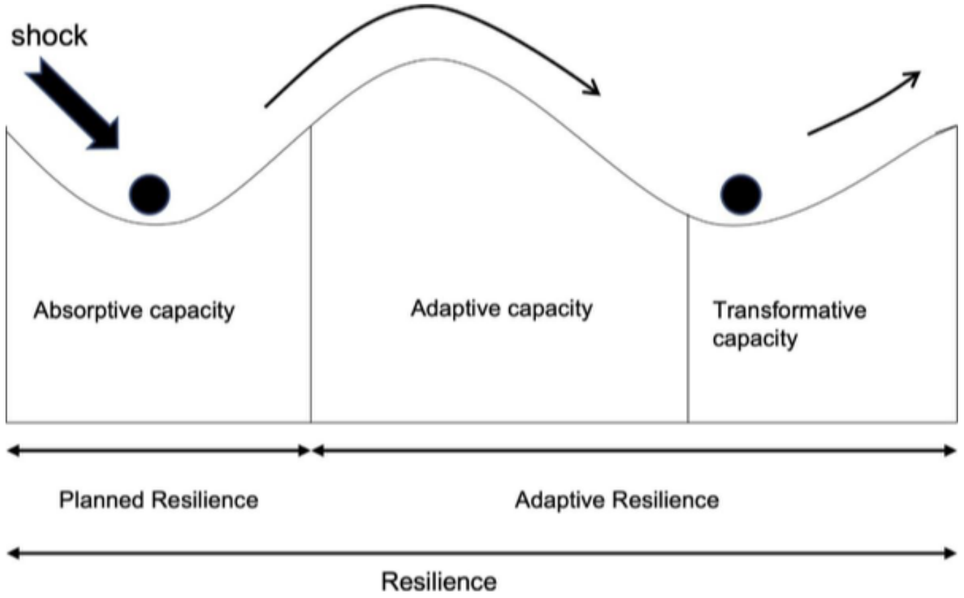
01 What is resilience?

02 Why does it matter?

03 When does it matter?

04 Where does it reside?

# Ideal Resilience




Thu, K. M., Bernays, S., & Abimbola, S. (2022). A literature review exploring how health systems respond to acute shocks in fragile and conflict-affected countries. *Conflict and health*, *16*(1), 60.

# What is resilience?

## Resilience is changing to preserve what we value.

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**NOT SIMPLY**

Toughing it out
or bouncing back

**BUT**

**Adapting forms
to sustain purpose**

**Continuity does not require sameness.**

# When does it matter?

## Not only when things break.

**01** **BEFORE**

### Design for possibility

Clear expectations · multiple pathways · trusted support

**02** **DURING**

### Make adjustments

Flexible milestones · feedback · shared decisions

**03** **AFTER**

### Learn instead of resetting

Review what worked and keep the useful changes

**Resilience is a practice of preparation, response, and learning.**

# Why does it matter?

## Because preserving the PhD is not preserving its format.

**WHAT WE VALUE**

Rigorous inquiry
Intellectual freedom
Scholarly community

**WHAT MAY NEED TO CHANGE**

Milestones and timelines
Mentoring practices
Career pathways

**A program can keep its ambitions while changing its arrangements.**

# Where does it reside?

## Not just in students.
## In the conditions we design.

| | | |
|---|---|---|
| 01 | **INDIVIDUAL** | Skills, agency, and purpose |
| 02 | **RELATIONSHIPS** | Advising, peers, and committees |
| 03 | **PRACTICES** | Assignments, feedback, and milestones |
| 04 | **PROGRAMS** | Policies, resources, and norms |

# Part 1: Inspiration

01

# Design Challenge

> **How might we redesign a doctoral studies artifact for resilience…with one small move?**

# Design Challenge

## What's an artifact?

- Assignment
- Advising approach
- Approach to a milestone
- Committee structure
- A lecture (or part of a lecture)

# Artifact Audit

**Artifact name**

## Current state

What is it like today?

## Desired future state

What should it be?

# Artifact Audit

## Artifact name

## Current state

What is it like today?

## Desired future state

What should it be?

## 5 elements good for redesign

1

2

3

4

5

# Problem Statement

**[User of artifact] needs a way to** _____

_____

_____

**So that/in order to** _____

_____

_____

# Design Objective

**Circle *one* design objective to work toward**

**Thriving**

**Mindsets**

**Ecosystems and Infrastructure**

**Skills**

# Break

5 minutes



# Part 2: Build

# 02

# 8 Concepts

01

02

03

04

05

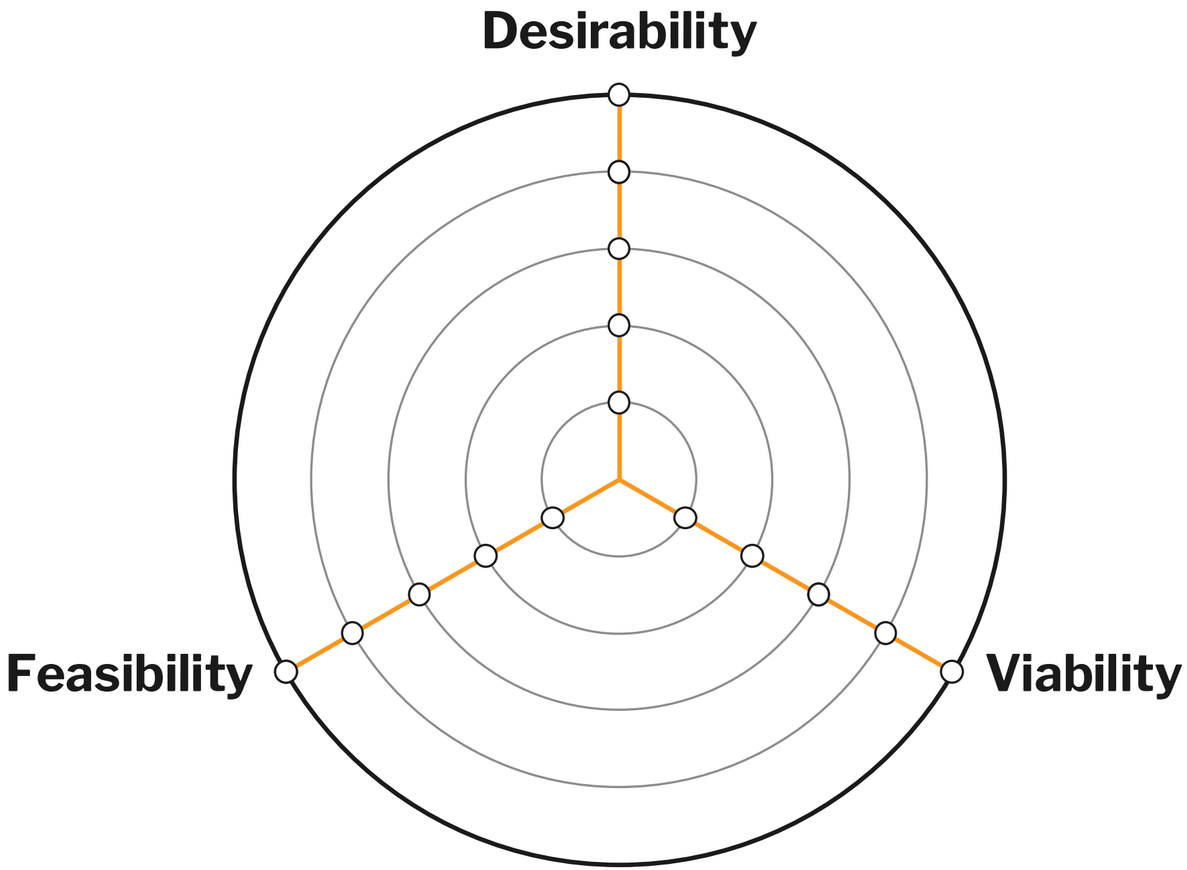
06

07

08

# Converge

Select **one** panel that represents the most desirable, feasible, and viable small move.



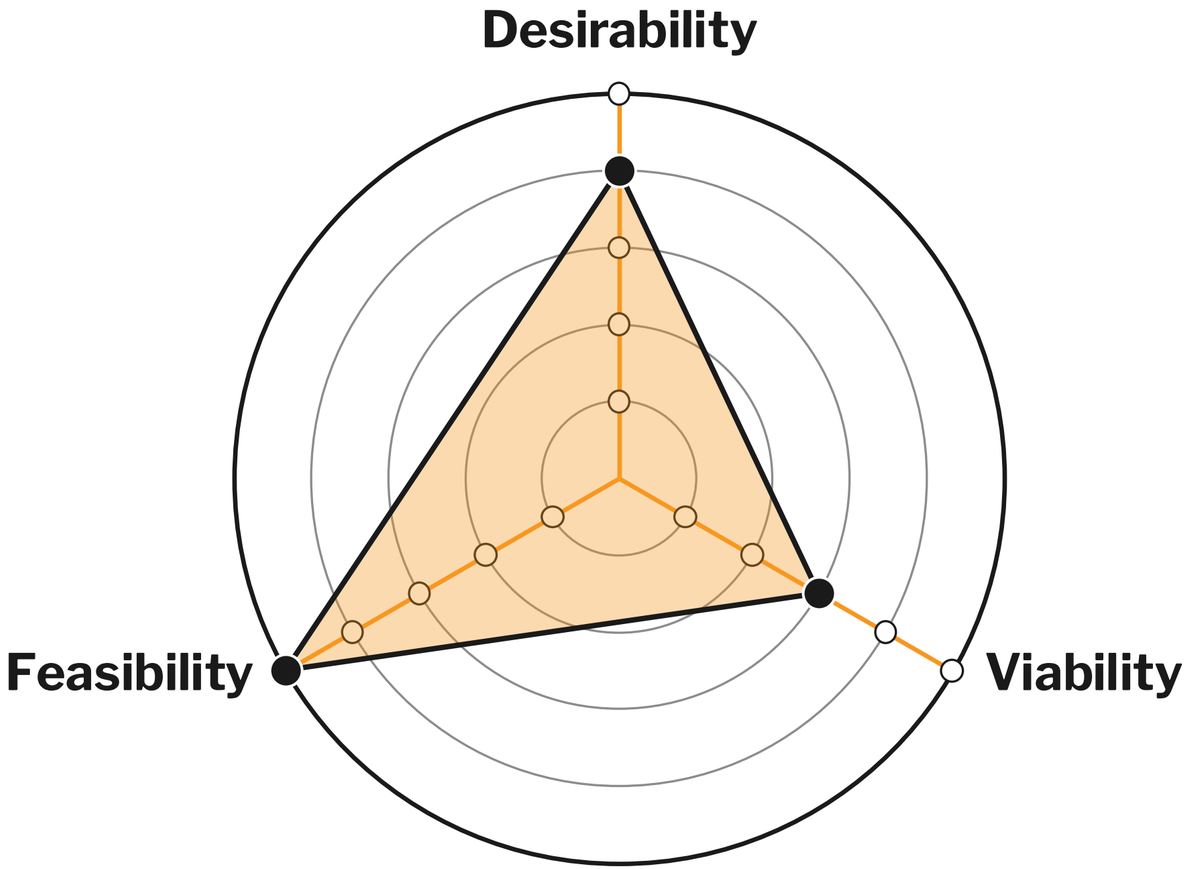

**D:** How much do our "users" want this?

**F:** How feasible is it for me to make this small move?

**V:** How aligned is the small move with our larger goals/how sustainable is it?

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# Assumption Test

**My assumption is this artifact will achieve** _____

my design objective

_____

_____

**because...**

_____

_____

# Finalize Your Design

**1 Small Move to Improve your Small Move**

**Notes**

# Part 2: Reflect

# 03

# Reflections on Small Moves for Resilience

# Framing Resilience

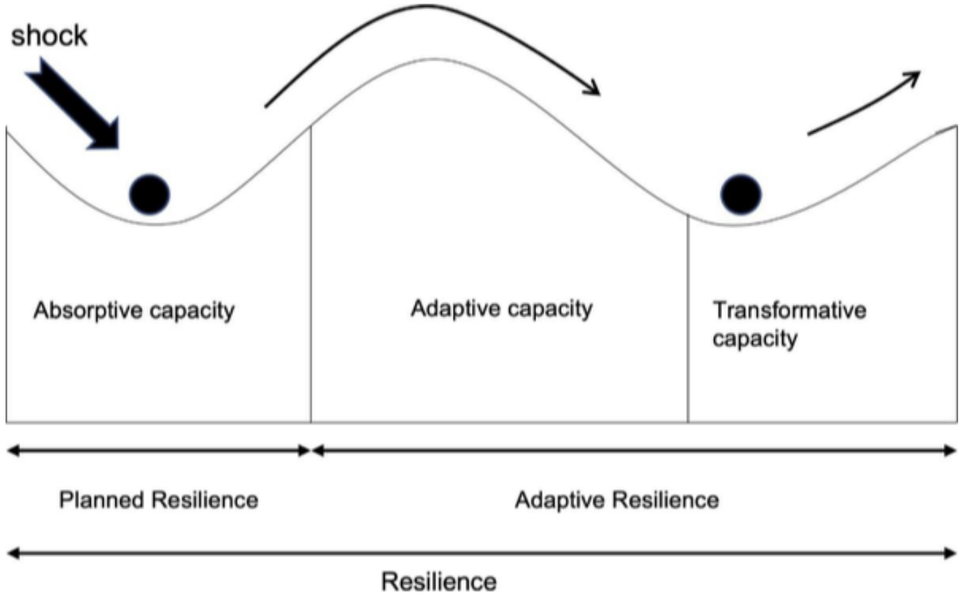
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# Questions



Casey and Julie designed, prepared, and developed the content for this workshop. We used Claude to format and align graphic elements and to draw the spider diagram.