

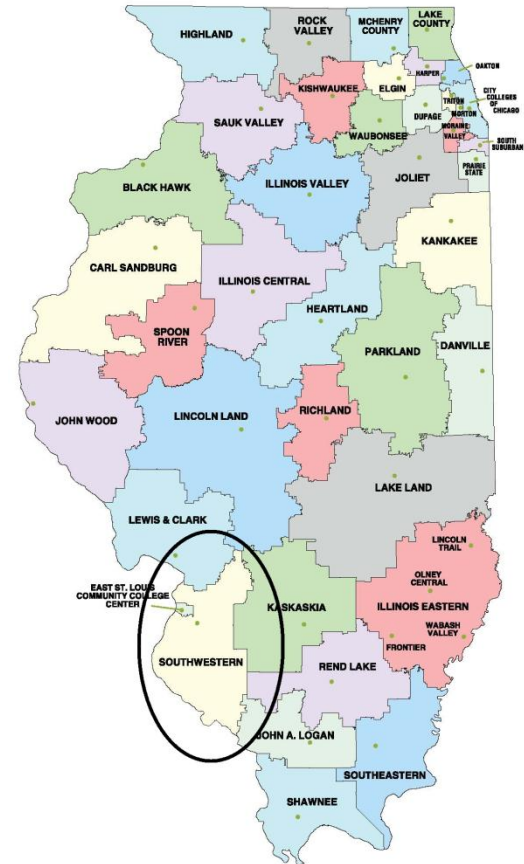
# FOUR HOURS... FOR YEARS... OF SELF-IMPROVEMENT

Southwestern Illinois College

H. O. Brownback  
Sherry Favre  
Austin Winkleman  
Julie Muertz



- ❑ Established 1946
- ❑ Public
- ❑ Community college
- ❑ 3 campuses and 20+ off-campus sites
- ❑ 8,400 FTE, 25,000 students
- ❑ Employees:
  - ❑ 160 full-time faculty
  - ❑ 700-900 adjunct/part-time faculty
  - ❑ 900 full-time/part-time staff and administrators
  - ❑ 7 unions, 3 non-union groups



# AQIP Since 2002

- First College Discussion Day, May 2002
- Projects proposed in 2002
  - ▣ Full-Time Faculty Enhanced Staffing
  - ▣ New Employee Orientation/Non-academic Employee Development
  - ▣ Outcomes Assessment
  - ▣ Academic Advising
- Strategic Improvement Survey, September 2010
- Second College Discussion Day, ~~February 2011~~  
September 2011

# AQIP Steering Committee Composition

- VP of Planning and Research (chair)
- VP of Instruction
- VP of Student Development
- Union presidents
  - ▣ Full-time faculty
  - ▣ Adjunct faculty
  - ▣ Custodial
  - ▣ Support staff
- Instructional Deans (OA, Enrollment)
- Human Resources
- Information Technology
- Public Information & Marketing
- Student Services



# Discussion Day Goals

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- Valuing People
- Participation
- Consensus
- Community Building
  
- Lean Budget/High Effectiveness
  
- Product: What Matters Most
- Product: Provocative Propositions

# Goal: Valuing People

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- “Check Titles at the Door”
- Respect for time
- Respect for input
- Respect for operations
- Planned and rehearsed tasks, timing, and flow

# Goal: Participation

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- Attendee-driven input
- Broadly inclusive, recruiting and selection
  - ▣ Employee groups
  - ▣ Campuses
- Attendance



# Goal: Consensus

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- Per table, 6-8 people
- Discussion day and follow-up
- Presented SIS as a common framework, context

# Goal: Community Building

- Name tags, first name
- Introductions at table included contribution to college mission
- Seating by design, out of comfort zone (placemat\*\*)
- Report outs:
  - ▣ Conversation One, What Matters Most wall
  - ▣ Conversation Two, Provocative Propositions
- Transparency

\*\* Included in conference session materials

# Goal: Lean Budget/High Effectiveness

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- Operations open
- Efficient schedule, no scheduled breaks
- Morning, no lunch



# Preparation Process

- SIS Survey September 2010\*\*
- Series of e-mails from President, Steering Committee
- Articles, internal newsletter
- “AQIP and You” sessions, each department
- P.E.S.T. Analysis\*\* (Political, Economic, Social, Technology)
- Agenda and Task Matrix\*\*

\*\* Included in conference session materials

# Product: What Matters Most

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- 3-5 examples submitted per table
- Post-it on wall
- Affinity mapped
- Picture and transcription distributed post-event
- 400+ examples from 80 tables

# Product: Provocative Propositions

- Seating transition logistics
- One form per table, 80 total\*\*
- Participants self-select topic area (SIS survey categories)
- Reflect on SIS, P.E.S.T., and What Matters Most
- Scanned and distributed post-event







# Continuing Developments

- “The Session Ends but the Process Continues.....”
- Provocative Propositions to Action Projects
  - Themes
  - Priorities
- Action Project proposals to Strategic Planning Council
- Town Hall meetings



