The title of this session plays off a line from what 1980’s movie?

A. Ghost  
B. E.T., The Extra Terrestrial  
C. Ferris Bueller’s Day Off  
D. Dirty Dancing  
E. The Breakfast Club
Session Outcomes

Participants will:

• Discuss approaches to continue annual momentum

• Identify potential threats to momentum and practices to overcome them

• Describe successful strategies at selected during implementation
Broward College
South Florida

- Offers baccalaureate and associate degrees and certificates
- 49,144 credit enrolled students
- 84% part-time students
- 16% full-time students
- 57.2% female students
- 41.8% male students
- 36.3% Black
- 34.6% Hispanic
- 21.1% White
- 3.7% Other

Broward College Data: 2013-2014
• Titled *Question Every Possibility—Think Critically*

• Accepted without recommendations in October 2013

• Focuses on associate degree-seeking students

• Incorporates a framework of professional development & training, teaching & learning strategies, and outcomes-based assessment
Palm Beach State College
South Florida

- BAS, BSN, AA, AS, Certificate Programs
- 48,240 unduplicated headcount
- 70% part-time students
- 30% full-time students

- 56.3% female students
- 41.9% male students
- 25.4% Black
- 25.7% Hispanic
- 40.8% White
- 4.0% Other

Palm Beach State College Data: 2013-2014
Palm Beach State’s QEP

- **Explore, Evaluate, Express, and Engage**
- Currently in Year 3
- Focuses on faculty and staff development; 327 full-time faculty; ≈1000 adjuncts (more than 2500 employees total)
- Original framework was based on widespread “exposure/education” but now revised to improve “engagement”
Who’s with us?

A. Administrator
B. Faculty Member
C. QEP Manager/Director
D. Professional Staff
E. Vice President, Provost or President
F. Other
Where are you in the QEP?

A. Development
B. Year 1
C. Year 2
D. Year 3
E. Year 4
F. Year 5
G. Other
Potential Threats to Momentum

- Resources: lacking or dwindling; not allocated to support QEP
- Competition: prioritization of institutional initiatives
- Organizational structure: silo effect
- Perception: QEP is a “boutique” program
- Staying power: QEP fatigue
What is your biggest threat to your QEP momentum?

A. Insufficient budget
B. Competing priorities
C. Organizational silos
D. “Boutique” perception
E. Institutional fatigue
F. Other
Same Song, Different Meaning

QEP ADMINISTRATOR

FACULTY & STAFF

ADMINISTRATORS

OTHER CONSTITUENTS
## Constituent Perspective

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Development, Year 1</th>
<th>Year 2 Forward</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicating a need</td>
<td>Here’s my chance to be heard!</td>
<td>Why bother? No one ever listens.</td>
</tr>
<tr>
<td>Inviting to participate</td>
<td>This is important. I think I’ll get involved.</td>
<td>It won’t matter again for 10 years.</td>
</tr>
<tr>
<td>Asking for follow-through</td>
<td>Here you go; glad I could help!</td>
<td>Sorry this is so late; I’ve just really been busy.</td>
</tr>
</tbody>
</table>
## QEP Director Perspective

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Development, Year 1 SACSCOC team coming</th>
<th>Year 2 Forward SACSCOC team gone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicating a need</td>
<td>Well received and responded to</td>
<td>Background noise fighting to be noticed</td>
</tr>
<tr>
<td>Inviting to participate</td>
<td>Motivation is high</td>
<td>Motivation is threatened</td>
</tr>
<tr>
<td>Asking for follow-through</td>
<td>Deadlines met in timely manner</td>
<td>Must chase down what is needed</td>
</tr>
</tbody>
</table>
Rapid Rendezvous
What threatens momentum?

1. Work in triads.
2. Tallest person go first – others listen.
3. Use 2 minutes to share the greatest threat to your QEP momentum.
4. Repeat with shortest person.
5. Repeat with remaining group member.
Strategies to Overcome Threats

- Establish a “sense of urgency” for each implementation year
- Create a “guiding coalition”
- Ensure the right people are “on the bus and in the right seat”
- Develop a communication plan
- Engage stakeholders in conversations about the annual assessment results
What’s working for us?

Broward College

• Communication
  – Annual report
  – Monthly newsletter
  – Presentations
  – Website

• Assessment Process
  – Scoring guide
  – Scoring process
  – Using results (Let’s RAD: Rendezvous Around Data)

• “Carrots”
  – Faculty stipend
  – Presenting at conferences

Palm Beach State College

• Communication
  – Annual report
  – Newsletter
  – Presentations
  – Website

• Collaboration
  – Create opportunities (recent grant funding)
  – Encourage cross discipline
  – Invite staff

• Empowerment
  – Listen AND incorporate
  – Invest in the willing
Rapid Rendezvous
What’s working for you?

1. Work in triads.
2. Person who traveled furthest goes first – others listen.
3. Use 2 minutes to share what keeps momentum going at your institution.
4. Repeat with person who lives closest to Nashville.
5. Repeat with remaining group member.


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