

Culture in Higher Education: What Accelerates Change?

The University of Windsor-Oakland University
International Teaching and Learning Conference

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Office for
Teaching &
Learning

Plenary Goals

- ▶ Introduce and explore a framework for thinking systemically about institutional change
- ▶ Reflect on this framework in relation to your campus-based initiative(s)
- ▶ Crowdsource ideas / strategies across institutions assembled today

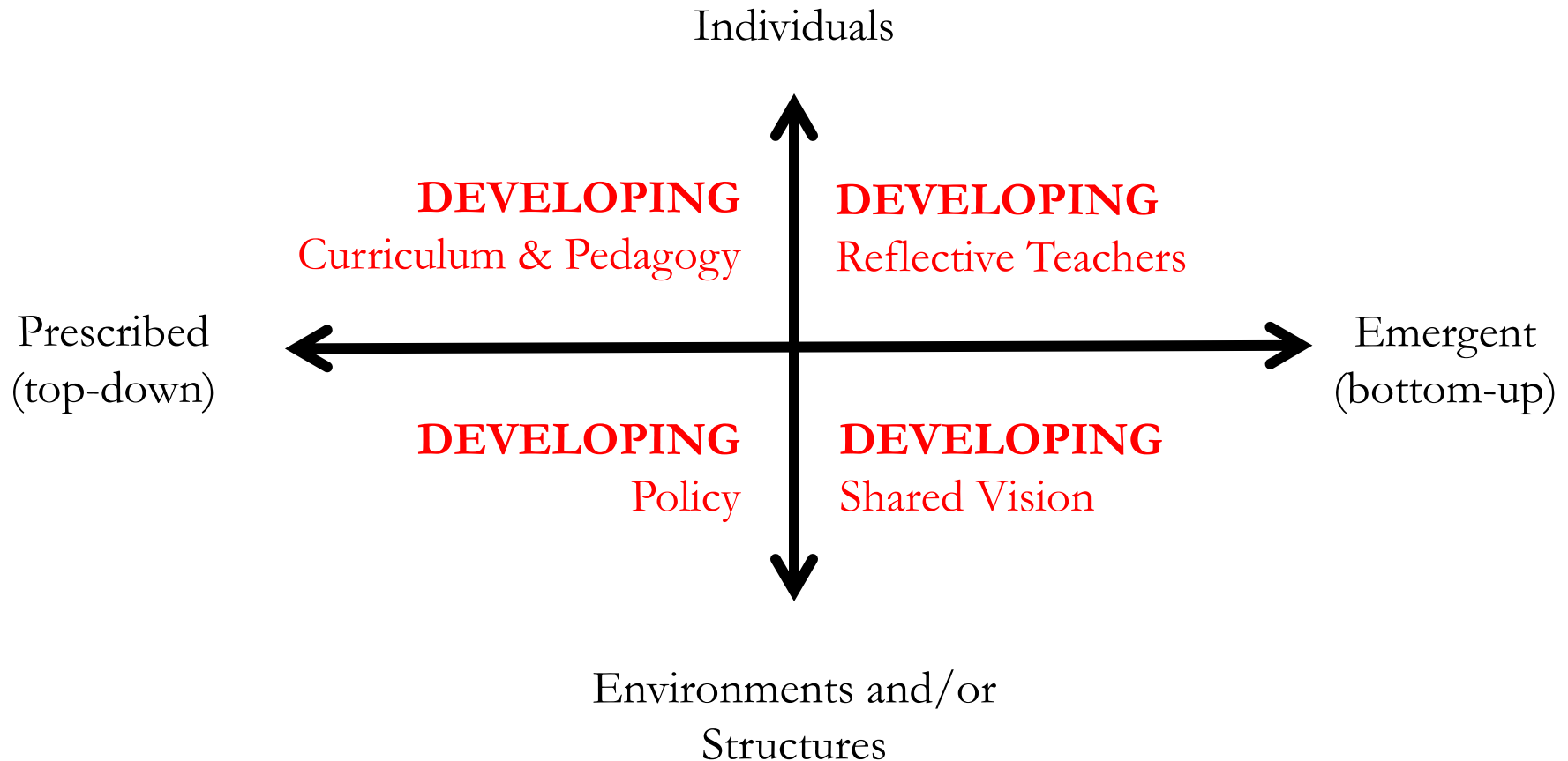
Change in Higher Education

What are the “drivers” of change on college and university campuses?

“Drivers” of Change

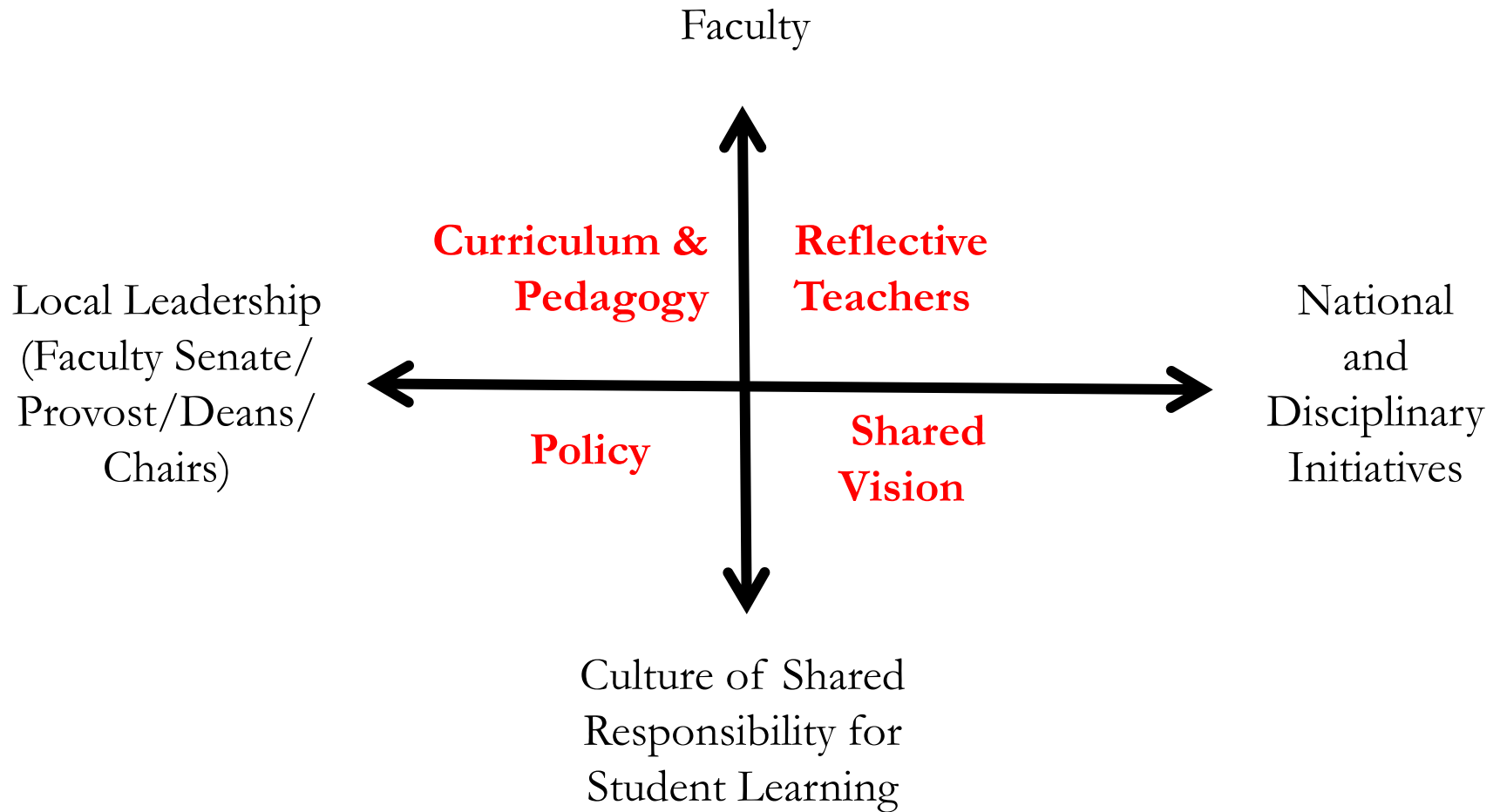
- ▶ Demographic Profiles
 - Senior Leadership Changes
 - Student Cohorts
 - Faculty Profile
- ▶ Institutional History / Legacies
- ▶ Behavioral Climate
- ▶ Psychological Climate
- ▶ Shifting Social Policies and Laws
 - Persistent social and educational inequities (national / state / provincial budgets)
 - Political & legal dynamics (e.g., national and local expectations & priorities)
- ▶ Other influences?

Change in Higher Education



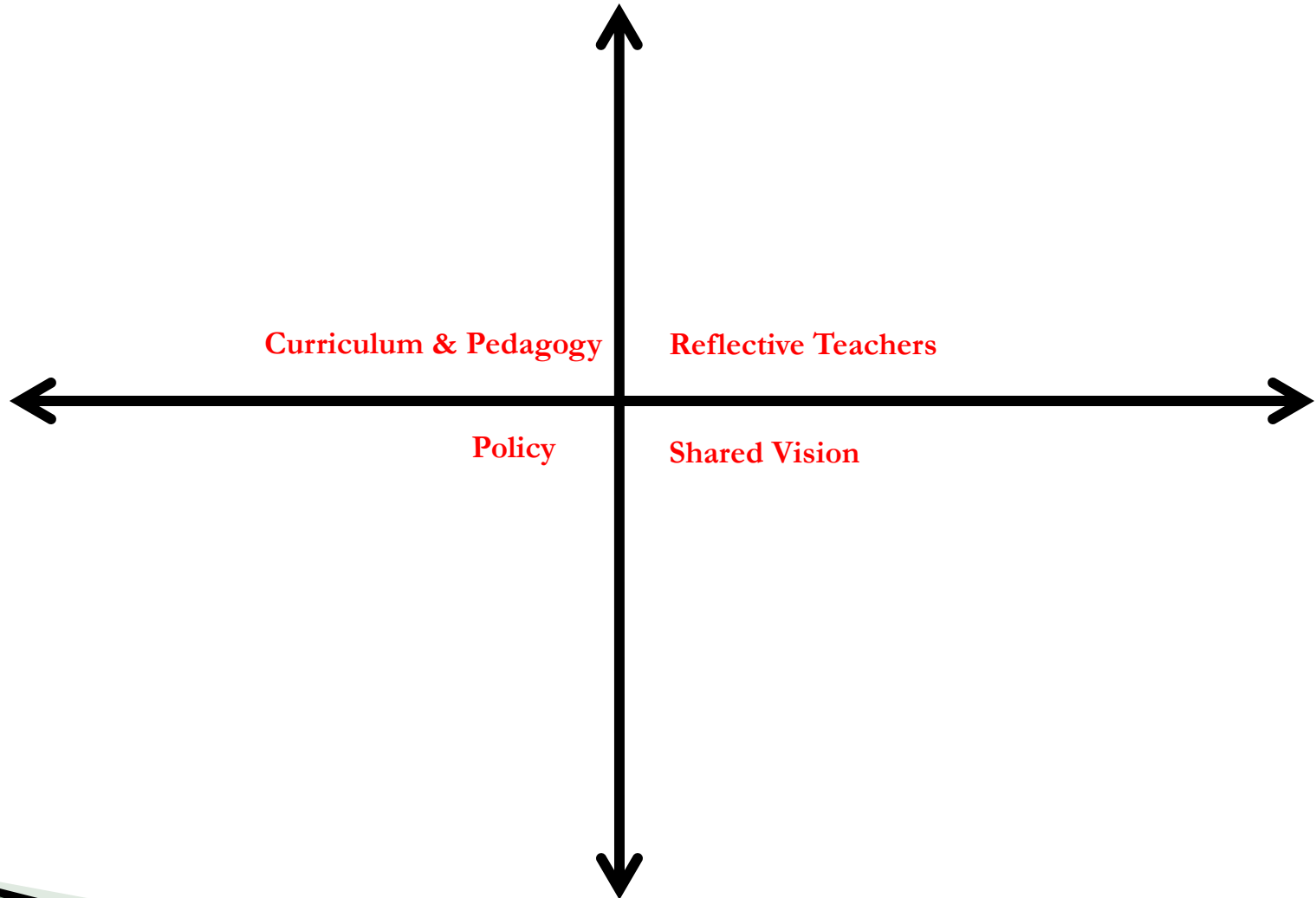
Henderson, C., Beach, A. L., & Finkelstein, N. (2012).

Success Requires Stakeholders Buy-In



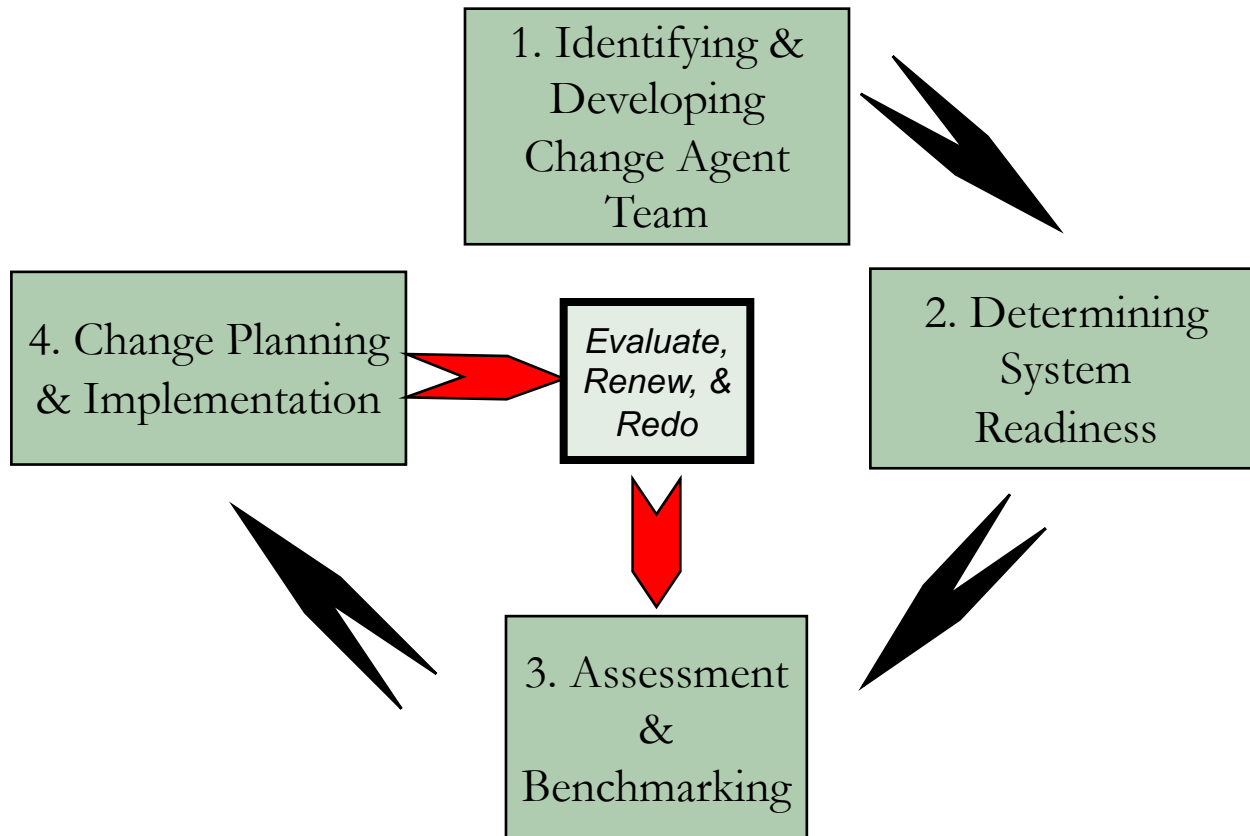
Henderson, C., Beach, A. L., &
Finkelstein, N. (2012).

Map Your Institution



Henderson, C., Beach, A. L., & Finkelstein, N. (2012).

MCOD Systems Change Process



Examples of Action Items

Help make effective teaching and student success priorities:

- Encourage colleagues to participate in the baseline and subsequent surveys so that we know how to help implement EBTMs on campus
- Promote attendance at workshops and professional development events in your departments and across campus

Make good teaching visible:

- Consider institutional policy revisions that recognize innovative teaching and support student learning
- Facilitate the discussions of peer observation of teaching to make this policy an effective, formative and developmental activity across campus

Crowdsourcing

- ▶ **What are other institutions doing that take a strategic approach?**
 - The whole system is involved
 - Data driven goal setting
 - Teams
 - Accountability measures are built in
 - Benchmarking with peers and aspirational institutions

Selected Resources

Henderson, C., Beach, A. L., & Finkelstein, N. (2012). Four categories of change strategies for transforming undergraduate instruction. In *Transitions and Transformations in Learning and Education* (pp. 223-245). Springer Netherlands. DOI: [10.1007/978-94-007-2312-2_14](https://doi.org/10.1007/978-94-007-2312-2_14).

Marchesani, L. & Jackson, B. (2005). Transforming Higher Education Institutions Using Multicultural Organization Development: A Case Study of a Large Northeastern University. In M. Ouellett (Ed.). *Teaching Inclusively: Resources for Course, Department, and Institutional Change in Higher Education*. Stillwater, OK: New Forums.

Mentimeter - Free polling software: <https://www.mentimeter.com>