The background features a night sky with a starry pattern and a range of mountains at the bottom. A large, semi-transparent circular graphic is overlaid on the right side, containing the text. The graphic has a dark center and a lighter outer ring with tick marks. The text is white and centered within the circle.

EARNING FACULTY BUY-IN WITH S.A.M.E.

SIMPLIFY, AUTOMATE, AND MOTIVATE

Dr. Michael C. LaBossiere

INTRODUCTION

GEAC: General
Education
Assessment
Committee

Philosophy &
Religion Unit

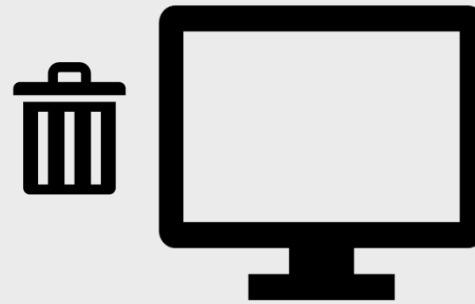
Wrangling



CHALLENGE

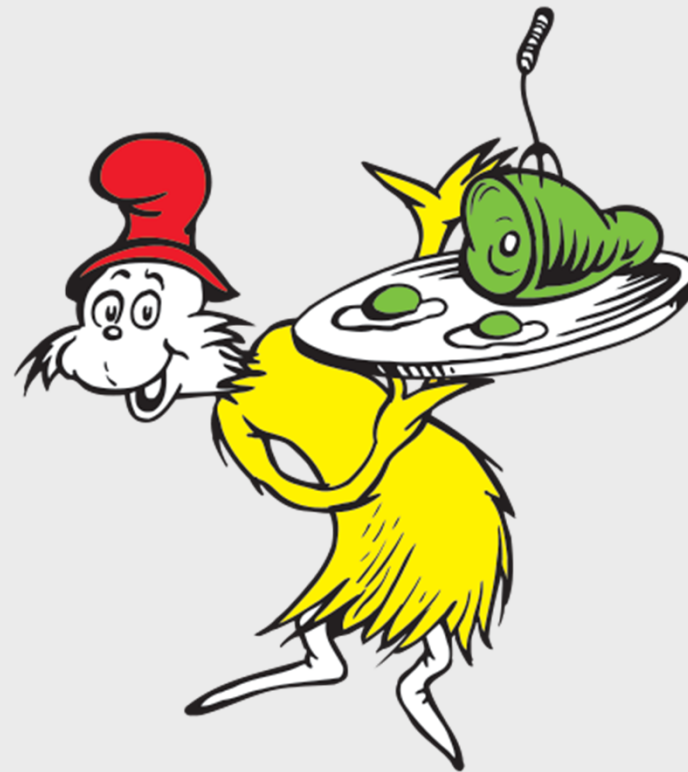
THE CHALLENGE: EARNING FACULTY BUY-IN

- Consequence of Failure: Data
 - Incomplete/no data
 - Low quality data
 - Fabricated data
 - GIGO



THE CHALLENGE

- Consequence of Failure: Neglect
 - The unclosed loop
- The S.A.M.E. Solution



The background of the slide is a dark purple color. On the left side, there is a large, semi-circular scale with numerical markings from 40 to 230 in increments of 10. The scale is surrounded by several concentric circles and dashed lines, some of which have arrows indicating a clockwise direction. The overall aesthetic is technical and modern.

SIMPLIFICATION

AMPLIFICATION

• Complicated process

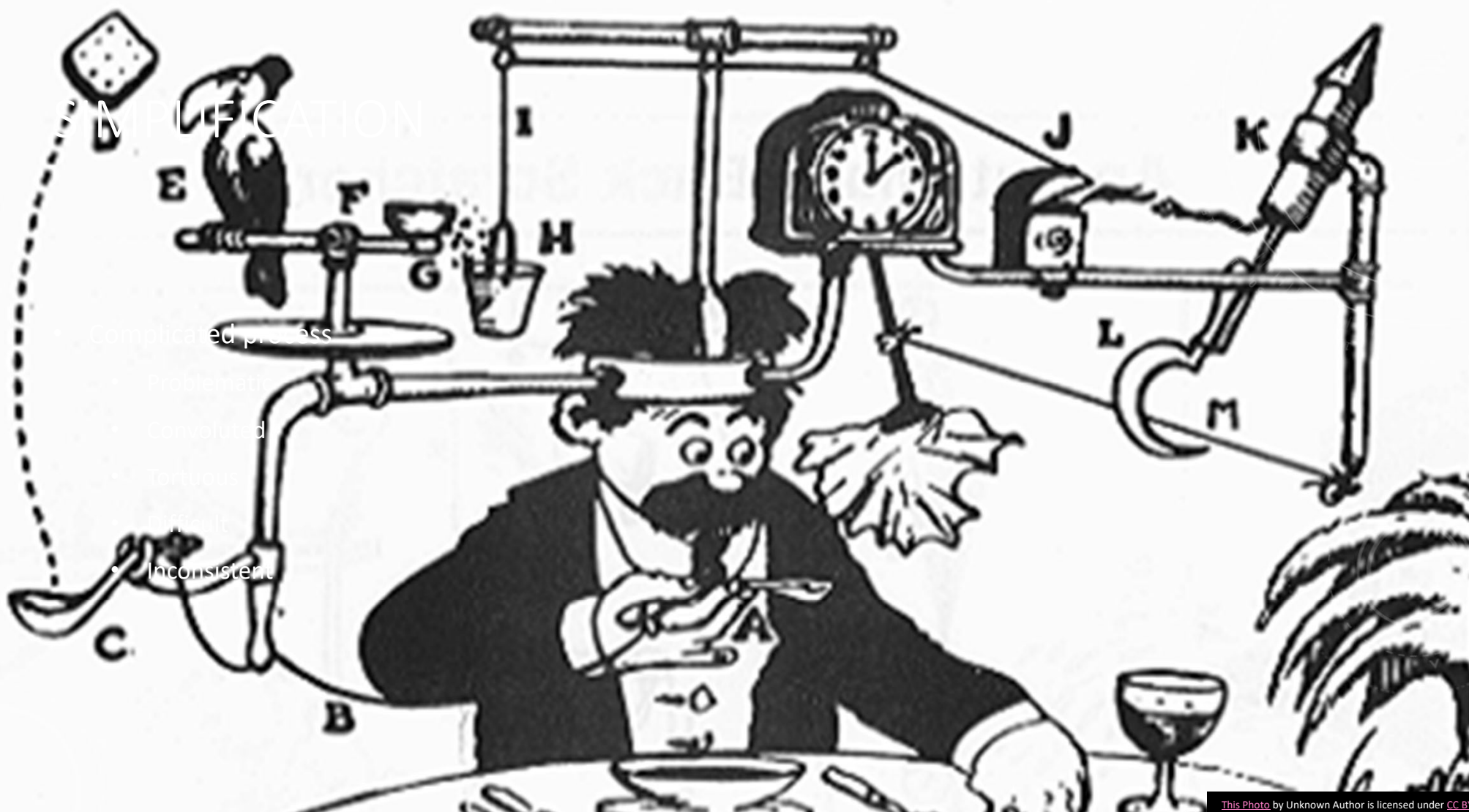
• Problematic

• Convoluted

• Tortuous

• Inefficient

• Inconsistent



SIMPLIFICATION

- The Virtue of Reduction
 - Guide Example
 - Form Example

Ranking	#
5-Excellent	
4- Good	
3-Average	
2-Below Average	
1 -Unacceptable	

Ranking	#
Competent	
Not Competent	



SIMPLIFICATION

- Guide
 - Positive impact: Keep
 - Negative impact: Remove
 - Practical Test: Consequences
 - Err on the side of simplification
 - Faculty feedback

“For a thing whose presence or absence makes no visible difference, is not an organic part of the whole.”

-Aristotle



SIMPLIFICATION

- Oversimplification
 - Less useful
 - Item removed=data not collected

Ranking	#
5-Excellent	
4- Good	
3-Average	
2-Below Average	
1 -Unacceptable	

Ranking	#
Competent	
Not Competent	



SIMPLIFICATION

- The Virtue of Simplicity
 - The mean between the extremes



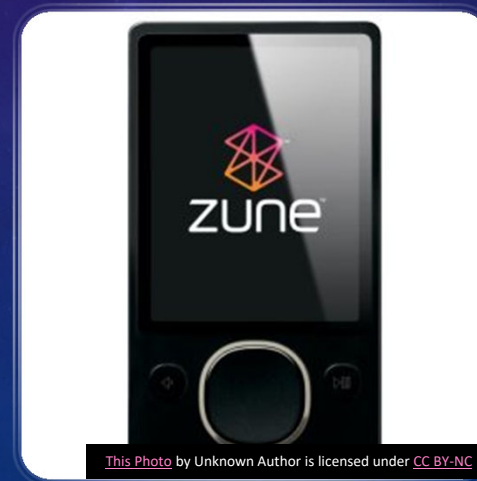
SIMPLIFICATION

- Consequentialist Approach
 - Cost/Benefit Analysis
 - Individual Level
 - Total



SIMPLIFICATION

- Simple Sophistication
- Simplified not simplistic



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AUTOMATION

AUTOMATION

- Default Inclusion
 - Example: Retirement
 - Participation Cost < Opting Out Cost
 - Not increasing opting out cost
 - Decreasing participation cost



AUTOMATION

- Default Options
 - There must always be a choice
 - Ethics
 - Practical



AUTOMATION

- Automated Assessment Instruments (AAI)
 - Pre/Post Tests
 - LMS
 - Appeal to faculty
 - Pre-made AAI

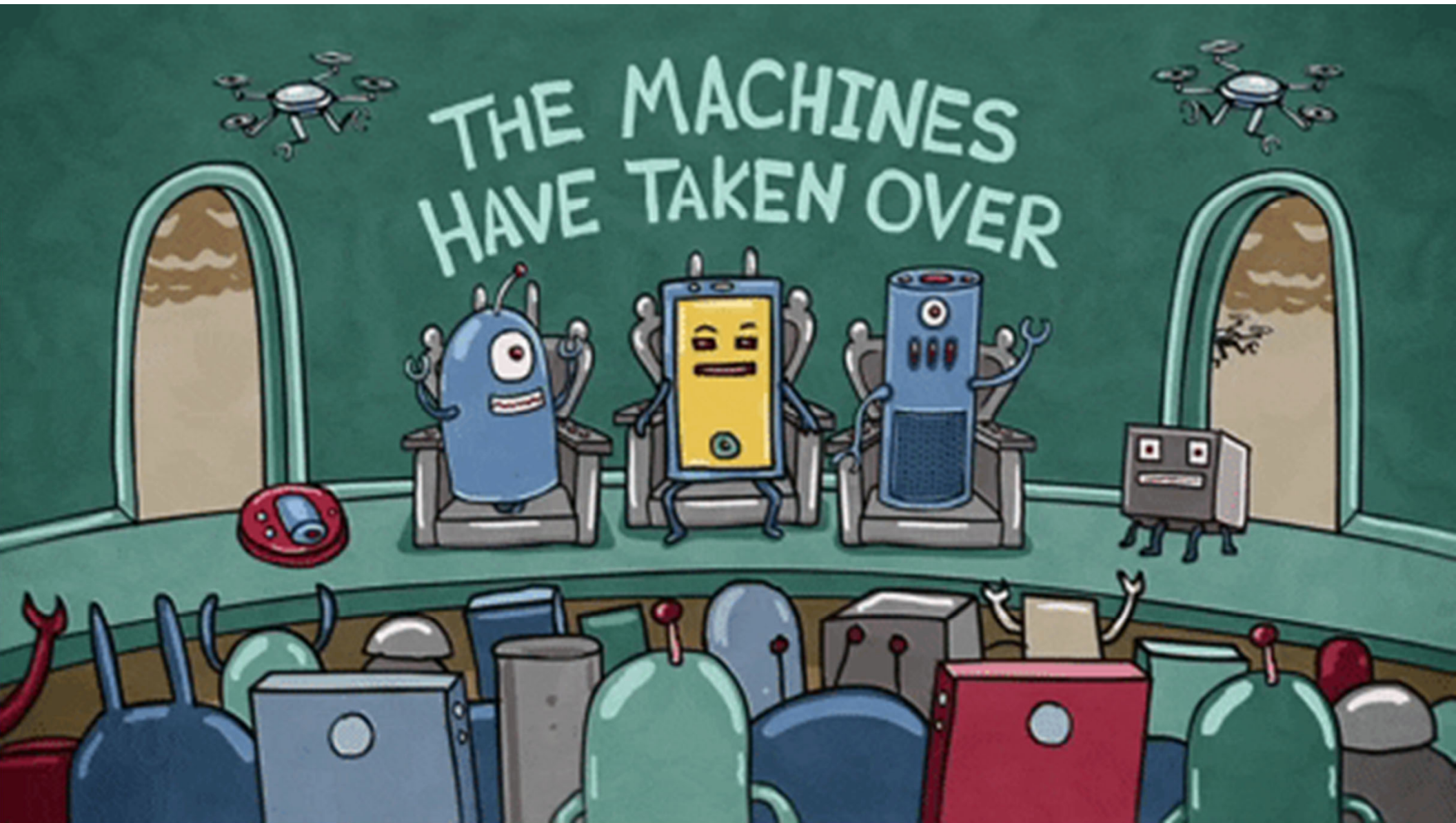




**Kill All Humans
For A Better
TOMORROW**

Bender B. Rodríguez

THE MACHINES HAVE TAKEN OVER



MOTIVATION

- Negative View
- Cause: Assessment is perceived as imposed
- Cause: Faculty Role
 - Educators
 - Researchers
 - Administrative tasks as (un)necessary evils

MOTIVATION

- Cause: Administrators Unaware
 - Unpaid Tasks
- Good Faith Efforts

EVIL

MOTIVATION

- Perceived as wasteful
 - Create administrative positions
 - Appease whims



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MOTIVATION

- Pragmatic Appeal
 - Performance based funding
 - Accreditation
 - No threats!



MOTIVATION

- Addressing the “assessment is useless” stereotype
 - Showing the value
 - Must *be* useful
 - Closing the loop





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MOTIVATION

- Business Model
 - Pre-Business: Traditional Motivation
 - Money

MOTIVATION

- Low/No Cost Options
 - Expression of gratitude
 - Certificate
 - Letter evidencing service
 - Digital Badges
 - Assessémons 😊



EDUCATION



EDUCATION

Unaware

Negative
Impact

Process

Value

Purpose

EDUCATION

- Aware of
 - Process
 - Value
 - Purpose
- Positive Impact



EDUCATION

- Challenges
 - Example: Mandatory meetings
- Fixes
 - Concise
 - Existing meetings
 - Zoom (really)
 - Videos



CONCLUSION

Quality

Quantity