

# Leveraging Change: Promoting a Culture of Effectiveness

**2023 Assessment Institute**

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Participants will learn how

- to manage change, approach it strategically, and leverage it for positive outcomes
- to leverage technology to engage faculty, staff, and students
- to identify ways they can leverage change to build a culture of assessment and effectiveness



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The logo features a stylized Gothic archway. Inside the arch, there is a sunburst with rays emanating from a central point. Below the sunburst is a small, ornate building or shrine. At the base of the arch, there is an open book with green leaves or branches extending from its pages.

## Colgate Rochester Crozer Divinity School (CRCDS)

- Small, private seminary (graduate degrees only)
- Western New York
- Master of Arts, Master of Divinity, Doctor of Ministry, Graduate Certificate
- Prepping for ATS Reaffirmation in Fall 2024
- Awaiting status update from MSCHE ARR submission

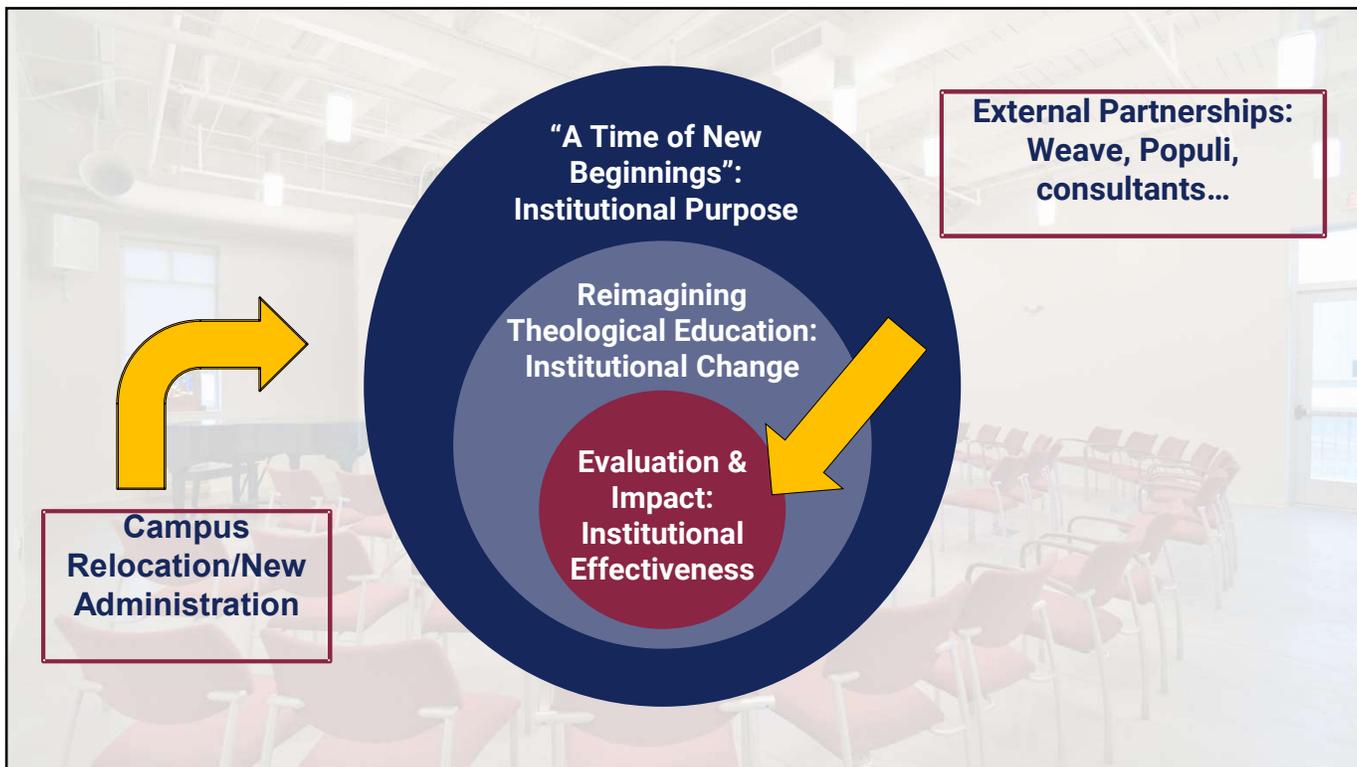
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## The Journey from 2019 to Present: Going Back to Go Forward



A circular inset image showing a set of stone steps leading up a hillside. The steps are made of large, rectangular stones and are set into a dirt path. The background of the hillside is a mix of dry grass and some small trees. The overall scene is lit with warm, golden light, suggesting a sunset or sunrise.

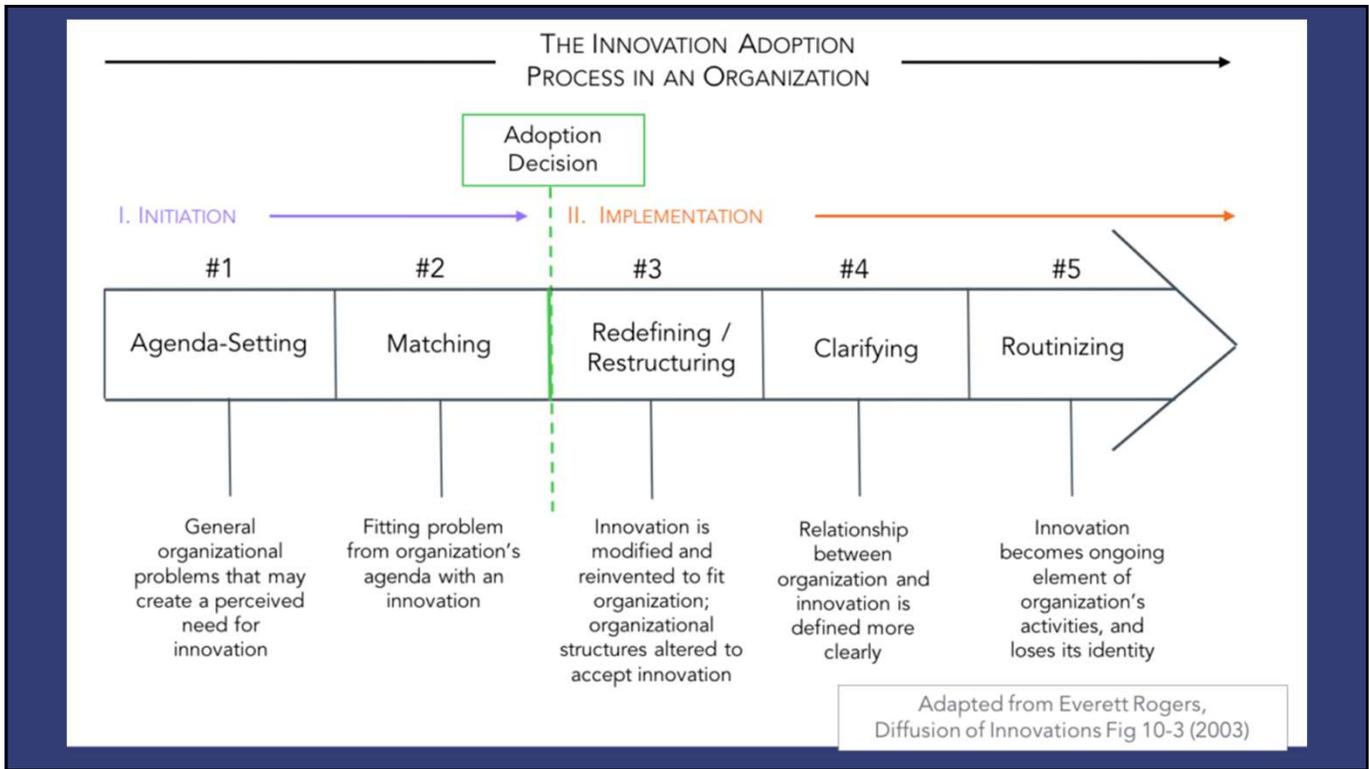
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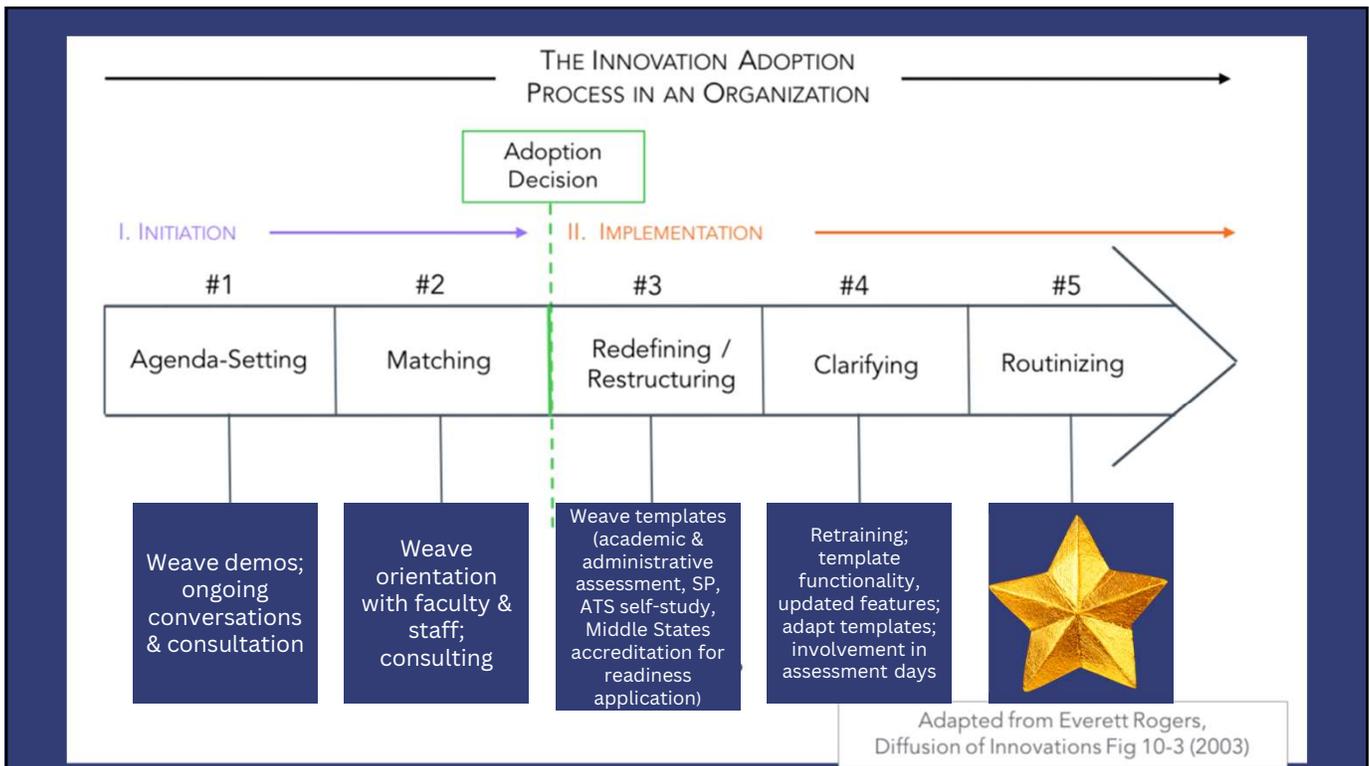
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Institutional Change	Strategic Initiative(s)	Evaluative Measure(s)	Action Planning
Transition to new Learning Management System	Enhance Academic Excellence; Improve Efficiency and Effectiveness	LMS Feedback Survey	Discuss results during assessment event; consult with LMS for add'l needs
Expansion of course modality offerings	Enhance Academic Excellence	Course evaluations; course enrollments	Adjust offerings based on data
Implementation of Tuition Subscription Plan	Enhance Academic Excellence; Achieve Financial Sustainability	TSP Adoption Rate; TSP Feedback Survey	Discuss results at student town hall; provide add'l financial resources as needed
New Student Orientation course requirement	Enhance Academic Excellence	TBD	Course redesign, as needed; student involvement

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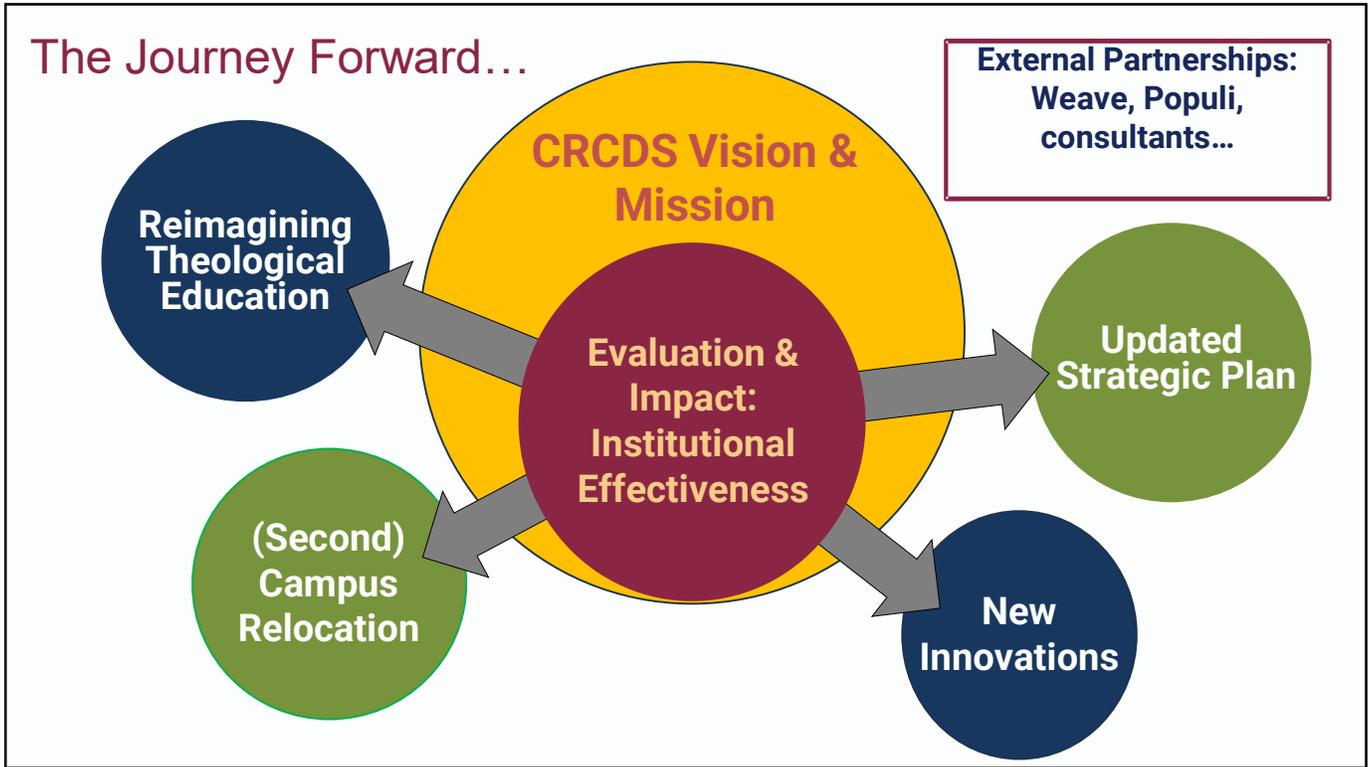
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**Leveraging Technology**

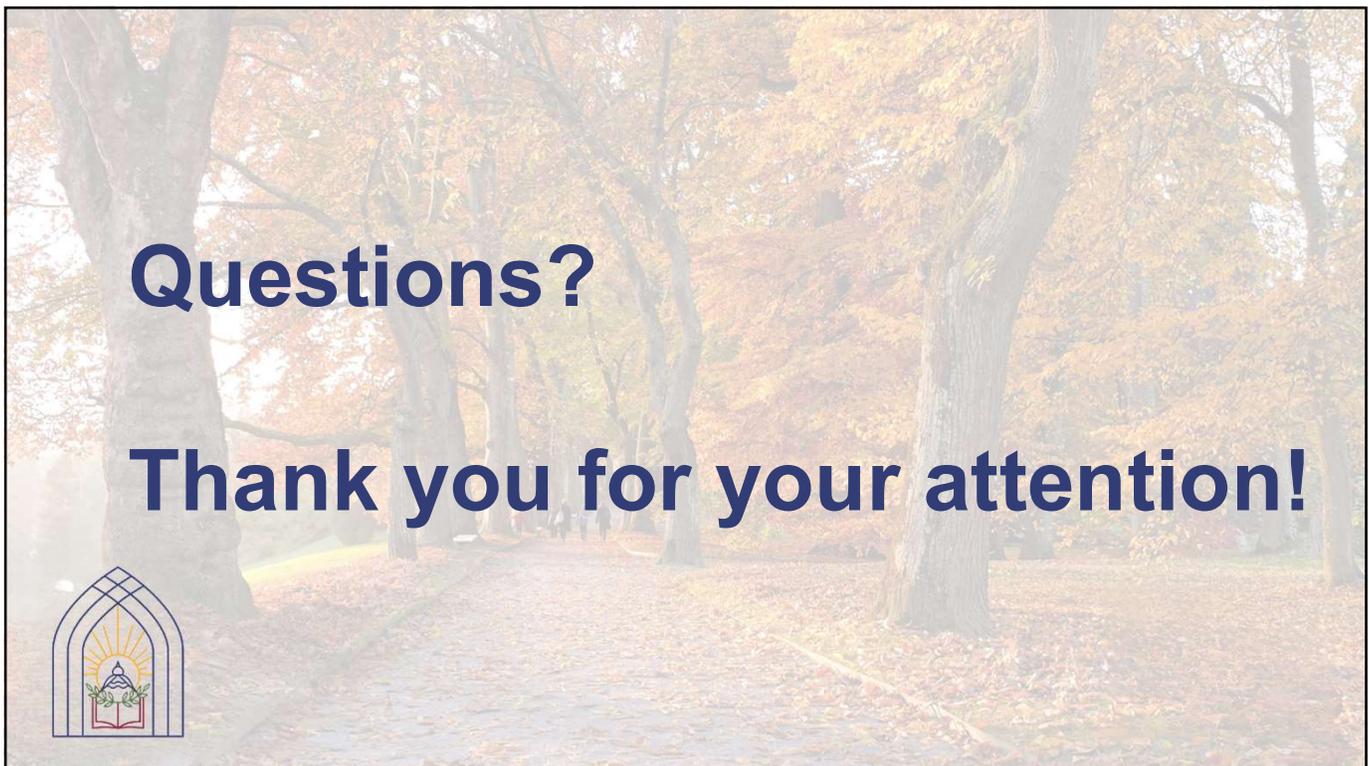


 Populi	Learning Management System
 SharePoint	Document Management & Collaboration Tool
 Weave™	Assess, SP, & Accreditation Reporting Tool

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## References

- Gray, P. J. (2009). Viewing assessment as an innovation: Leadership and the change process. *New Directions for Higher Education*, 1997(100), 5–15. <https://doi.org/10.1002/he.10001.o>
- Rogers, E. M., Simon, H. D., & Schuster. (2003). *Diffusion of Innovations*, 5th Edition. <https://www.amazon.com/Diffusion-Innovations-5th-Everett-Rogers/dp/0743258231>