



# Positive Faculty Engagement Through Required Work Sessions



LEAD **TOGETHER**

# University Context

- Enrolled students: **1,400**
- Liberal arts, faith-based
- **3** academic schools
- Degree Programs:
  - **40** Bachelors
  - **15** Masters
  - **1** Doctorate



# Assessment Context

- SACSCOC reaffirmation: 2021
- Overhaul of assessment
  - New name
  - New platform
  - New practices & cycles



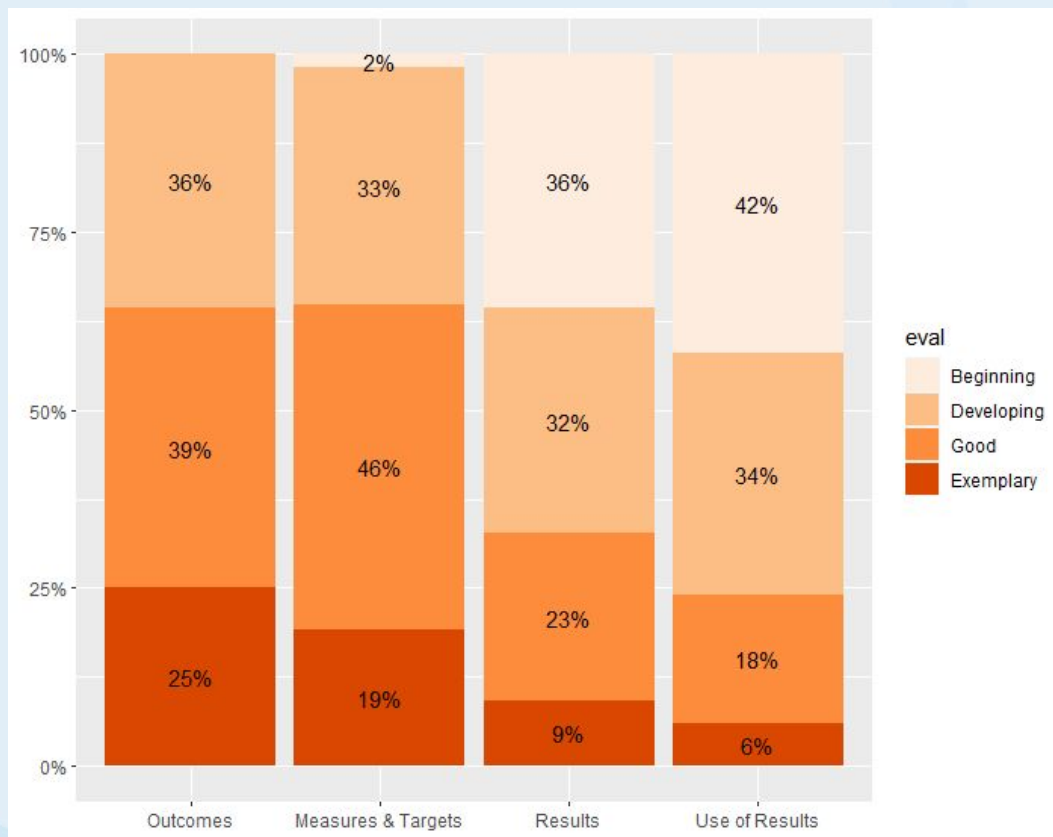
# Engagement Before Work Sessions

- Institutional Effectiveness Staff
  - reminders; trainings, drop-in sessions, & 1x1 with program directors
- Program Directors
  - responsible to complete assessment work
- Faculty
  - not engaged
- Deans
  - encouraged to check in with program directors

# Assessment Evaluation Rubric

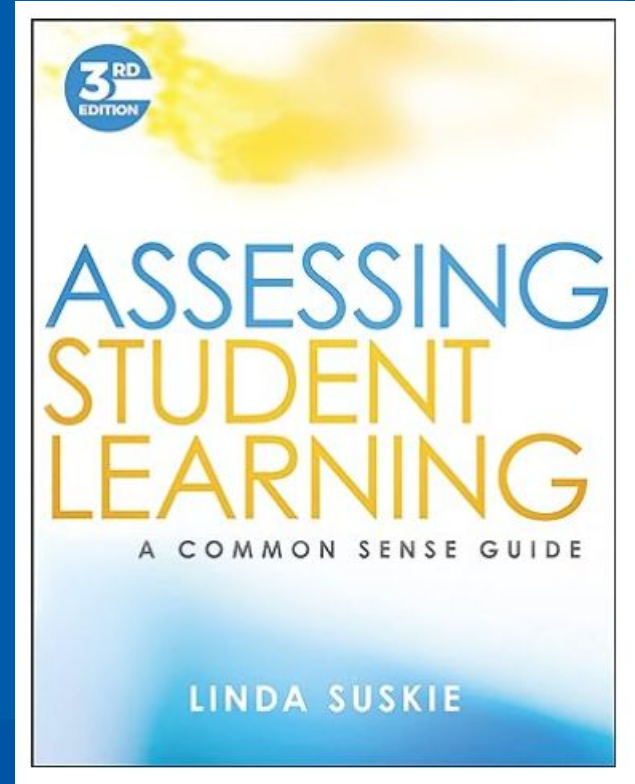
- 😊 All programs had outcomes
- 🙂 Most programs had measures
- 😐 Some programs had results and were doing decent analysis
- 😞 Few programs indicated how results would be used

Results from 2020-21 Assessment Work



# Goals to Improve Engagement

- Bring stakeholders together
- Create **space** and **time**
- **Signal importance**
- Create opportunity for interdisciplinary conversation



# Pilot Work Session (2022)

- 2 hours in May - ALL faculty required to attend, dean present
- Concurrent sessions - IE staff rotating to sessions
- Presentation and modeling (30-40 min)
- Individual program work time (80-90 min)
- Suggested individual goals
- Exit ticket to track progress
- follow-up meeting with program directors

# Feedback

Very helpful to have  
designated time for  
**all** faculty to do this  
work

This raises  
awareness of the  
collaborative  
process

Can we do this  
**twice a year**?  
In May **and**  
August?

Maybe we could  
regroup at the end of  
our work time to hear  
strengths and ideas  
from others

We would like **more  
support from IE** during  
the work sessions.  
Have non-concurrent  
sessions?

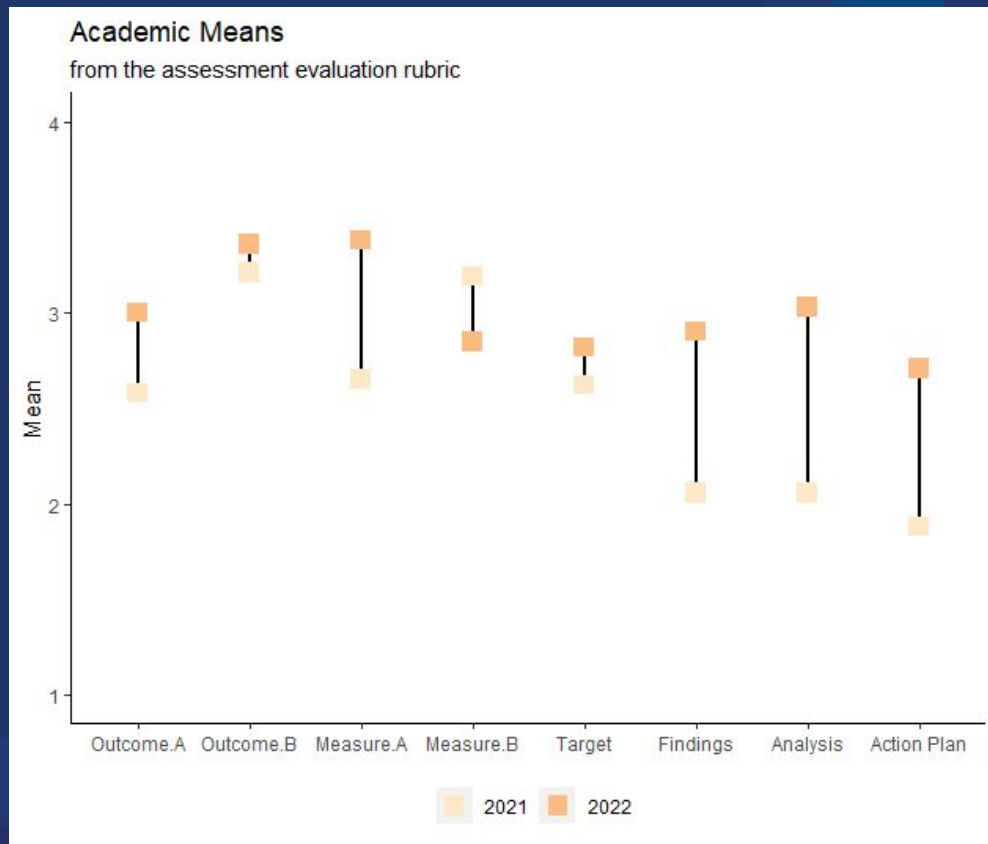


# Current Work Session Format

- May & August, 90 minutes
- Meet by school - **all** faculty attend
- Brief presentation
- **Program Work Time (60 min)**
  - Dean present to collaborate
  - Assessment leader present to collaborate
- Regroup to share with colleagues

# Success

- Faculty engagement
- Shared understanding
- Manageable
- Useful



# Keys to Success

- Meet programs where they are
- Dedicated time and space
- Expectation of faculty engagement
- Collaboration & partnership
- Improvement, not punishment

# Reflections

- Faculty get it! Excellent reflections shared.
- Partnership = time intensive (“hand-holding”)
- Creativity needed to scale this up
- May be sacrificing validity & reliability for convenience

# Questions?

*Sara Halteman*  
*[sara.halteman@emu.edu](mailto:sara.halteman@emu.edu)*