

University Senate

University Accreditation –
AQIP Update
November 10, 2010

Criteria For Accreditation

1. Mission and Integrity
2. Preparing for the Future
3. Student Learning and Effective Teaching
4. Acquisition, Discovery, and Application of Knowledge
5. Engagement and Service



A Commission of the
North Central Association
of Colleges and Schools

Programs: PEAQ vs. AQIP

PEAQ

Program to
Evaluate and
Advance
Quality

PEAQ employs a five-step comprehensive evaluation process to determine continued accredited status.

AQIP

Academic
Quality
Improvement
Program

AQIP is structured around quality improvement principles and processes and involves a structured set of goal-setting, networking, and accountability activities.

Advantages of AQIP vs. PEAQ

- Less committee time for faculty and staff
- Focuses efforts in areas where the University has opted to devote more resources
- Shorter cycle for continuous improvement
- Can take advantage of time spent on professional accreditations – ABET, AACSB, SAF

AQIP Cycles of Improvement

- **Action Projects**

- One-year cycle
- 3 or more Action Projects
- Annual updates

- **Strategy**

- Four-year cycle
- Systems Portfolio
- Systems Appraisal
- Strategy Forum

- **Accreditation**

- Seven-year cycle
- Check-up Visit
- Reaffirmation of Accreditation



Systems Portfolio (2009)

The Systems Portfolio examines nine categories. Each category explores the processes and structures that institutions use to accomplish their mission and goals.

1. Helping Students Learn **aka** *Assessment*
2. Accomplishing Other Distinctive Objectives **aka** *Research*
3. Understanding Students' and Other Stakeholders' Needs
4. Valuing People
5. Leading and Communicating
6. Supporting Institutional Operations
7. Measuring Effectiveness
8. Planning Continuous Improvement
9. Building Collaborative Relationships

Michigan Tech AQIP Timeline

	2005	2006	2007	2008	2009	2010	2011	2012
Acceptance to AQIP	May							
Initial Strategy Forum		March						
Institutional Data Update		April	April	April	April	April	April	April
Start Action Projects		June						
Action Project Updates			Sept	Sept	Sept	Sept	Sept	Sept
Feedback on Action Project Updates			Oct	Oct	Oct	Oct	Oct	Oct
Systems Portfolio Submission					June			
Systems Appraisal Feedback & Summary					Sept			
Strategy Forum						March		
Quality Checkup Visit								
Reaffirmation of Accreditation								

Summary of Action Projects

Title Michigan Tech	Title AQIP	Kickoff Date	Expected Completion Date	Status
Improving the Diversity of the Faculty	Improving the Diversity of the Faculty	June 1, 2006	Sept 18, 2008	Completed
Learning Space Enhancement	Classroom and Facilities Upgrade Plan	June 1, 2006	Sept 24, 2008	Completed
Comprehensive University Space Inventory Process	Comprehensive University Space Inventory Process	June 1, 2006	Oct 3, 2008	Completed
Carbon Neutral	Carbon Counting	June 1, 2007	Sept 14, 2010	Completed

Summary of Action Projects

Title Michigan Tech	Title AQIP	Kickoff Date	Expected Completion Date	Status
Academic Advising Enhancement	Academic Advising Enhancement	April 3, 2009	June 2011	Active
International Experience	Improving the Processes Associate with International Experience	April 6, 2009	June 2011	Active
Gender Diversity	Increase Gender Diversity of Faculty & Students	Sept 20, 2010	Sept 20, 2012	Active
Professional Development	Create a systematic employee development process	October 12, 2010	May 31, 2012	Active

AQIP Project: Increasing Gender Diversity of Faculty & Students

The goal of this project is to develop processes and practices that will increase the gender diversity of faculty and students in order to

- “prepare students to create the future” (mission) and
- “attract, retain, and support a world-class and diverse faculty, staff, and student population” (goal).

It will improve processes for students and faculty, and communicate the value of gender diversity to our stakeholders.

AQIP Project: Increasing Gender Diversity of Faculty & Students

This project builds on the following:

1. Completed Action Project to increase faculty diversity,
2. Current NSF ADVANCE grant to improve recruiting and mentoring of female faculty, and
3. Current Action Project to enhance academic advising. The project will improve processes for students and faculty and communicate the value of gender diversity to all university stakeholders.

Female Initiatives Inventory

AQIP Project - Increasing Gender Diversity at Michigan Tech
Female Initiatives Inventory - May 2010

Description	Category			Status		Department	Notes
	Prospective Students	Current Students	Faculty	In Place	Planned		
Women In Engineering learning community	x	x			x	Housing and Residential Life	Target date of fall 2011
Hand-written congratulations notes to accepted undergraduate female students	x			x		Admissions	Mailed in Feb/March
Female calling campaigns/chat events for undergraduate students	x			x		Admissions	Ongoing throughout year
COE faculty calls to accepted female undergraduate students	x			x		Leonard Bohmann	Calls conducted in February/March 2009 and 2010, unsure of future plans
Sororities/Greek life opportunities		x		x		Student Activities	
Professional organizations for women (SWE, SIS, etc)		x		x		Student Activities	
Targeted messaging for female engineering undergraduate search campaign	x			x		Admissions	Specific brochure and email messaging to female list purchases
Coffee chat events for accepted undergraduate female students	x			x		Admissions	Also invite male students to increase participation at events
Women In Engineering youth program	x			x		Youth Programs	Plan to focus on increased recruitment efforts to this group starting in fall 2010
Husky Host Program	x			x		Housing and Residential Life	Prospective female students paired with current female students
Get WISE	x			x		Youth Programs	Annual event in April - middle school girls from local area
Academic department recognition (SBE woman of the year)		x		x		Academic units	
Athletics (soccer, tennis, bb, track/field, cc, Nordic skiing, vb)		x		x		Athletics	
Presidential Council of Alumnae/Women of Promise		x		x		Institutional Diversity	
Female residence hall houses		x		x		Housing and Residential Life	
Degree programs of interest to women (exercise science, biology, psychology, etc)	x	x	x	x		Various	
Women's month programming		x	x	x		Center for Diversity and Inclusion	
Publications depict women at Michigan Tech	x	x		x		Admissions/UMC	Admissions has made a very conscious effort to select photos depicting female students involved in academic and social settings to help prospective students see themselves here.
Variable data/photos of women in undergraduate admissions publications	x			x		Admissions/UMC	Action Packet cover image paired gender to gender
ADVANCE grant: Faculty mentoring			x	x	x	Provost's Office	
ADVANCE grant: Accountability in hiring			x	x	x	Provost's Office	
ADVANCE grant: Website/print promotion in hiring			x	x	x	Provost's Office	
ADVANCE grant: SFHI vs regular hire			x	x	x	Provost's Office	
ADVANCE grant: unconscious bias and legal training for hiring			x	x	x	Provost's Office	
University Women's Network			x	x		??	
Women In Science and Engineering (WISE)			x	x		Provost's Office and Institutional Diversity	
Targeted recruitment messaging to prospective undergraduate females	x			x		Admissions/Academic units	Mechanical engineering jump drive with video message from a female faculty member. URL pushes to women in STEM page featuring current students.

A Transformational Opportunity

- As a technological university we are uniquely positioned to address many societal challenges and engage students and faculty in deep study about engineering and science..
- There is a nationwide shortage of STEM-educated women in the workforce.
- Michigan Tech will be the “go-to” place for women interested in engineering and science.
- This could transform the culture and nature of Michigan Tech.

AQIP Project: Increasing Gender Diversity of Faculty & Students

Five interrelated projects:

1. Communication campaign: Develop and communicate gender/diversity goals to all stakeholders.
2. Improve brand awareness of Michigan Tech among females in external environment.
3. Improve processes for recruiting and mentoring female faculty (ADVANCE)
4. Improve processes for recruiting female students.
5. Improve processes for advising and mentoring female students.

Desired Outcomes

- Increased % of retention and graduation of female students.
- Increased % of retention, tenure and promotion of female faculty
- Improved satisfaction of female students and faculty.
- Improved membership in organizations supporting women, and participation by women in Enterprise and professional science & engineering organizations.

How can you help?

How can you help Michigan Tech make this project a success?

- Communicating to stakeholders
- Marketing to diverse audiences
- Recruiting students and faculty, including identifying constraints and barriers
- Advising and mentoring to assure student and faculty success.

AQIP Project: Create a Systematic Employee Development Process

- The goal of this project is to develop, implement and continuously evaluate a system that
 - supports and encourages professional development, and
 - provides all employees with opportunities to improve their knowledge, skills and abilities.
- It is anticipated that employee development will result in
 - better service to students, faculty and staff, and
 - improved departmental operations.

How can you help?

How can you help Michigan Tech make this project a success?

- Support AQIP team leaders Becky Christianson and Sherry Kauppi
- Identify areas for professional development
- Identify mechanisms for professional development
- Encourage employee participation in the initial survey

Current and Completed AQIP projects are available for review in two locations:

1. Michigan Tech's AQIP page:
<http://www.admin.mtu.edu/admin/prov/aqip/index.htm> (new CMS webpage coming soon!)
2. AQIP's Action Project Directory:
http://www.hlcommission.org/component/option,com_apdsearch/Itemid,217/

The Systems Portfolio is available for review at:

1. Michigan Tech's AQIP page:

<http://www.admin.mtu.edu/admin/prov/aqip/MTU%20Systems%20portfolio.html> (new CMS webpage coming soon!)