

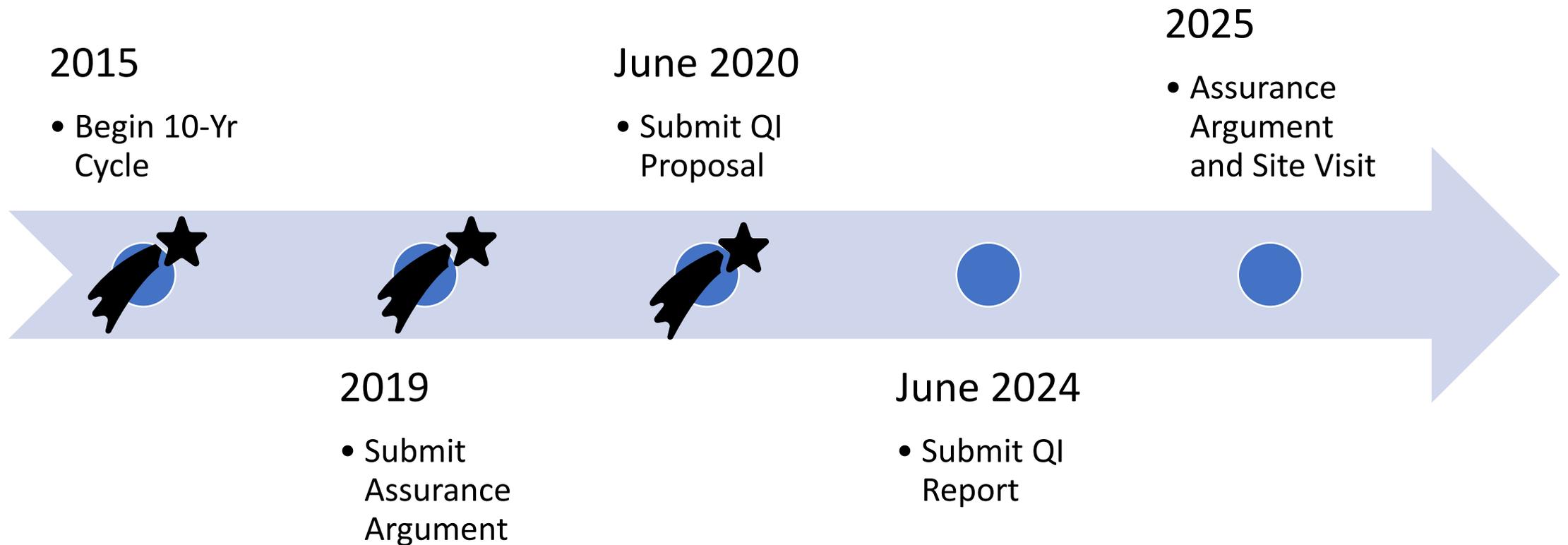


# Quality Initiative Orientation

Jeff Stowell

Accreditation Liaison Officer (ALO)

# Higher Learning Commission Accreditation: Open Pathway





# HLC Quality Initiative

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- Occurs in Years 5-9
- Potential for significant impact on institution & academic quality, aligned with mission
- Take risks, innovate, take on a tough challenge, or pursue a yet unproven strategy or hypothesis
- Evaluated on genuineness of effort, not success of initiative

# Categories of Evaluation for the Quality Initiative Proposal

## **Sufficiency of the Initiative's Scope and Significance**

- Potential for significant impact on the institution and its academic quality.
- Alignment with the institution's mission and vision.
- Connection with the institution's planning processes.
- Evidence of significance and relevance at this time.

## **Clarity of the Initiative's Purpose**

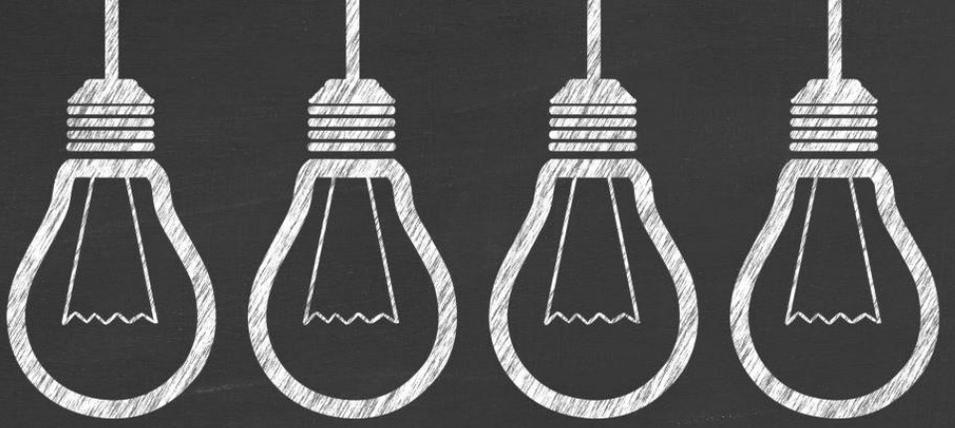
- Clear purposes and goals reflective of the scope and significance of the initiative.
- Defined milestones and intended goals.
- Clear processes for evaluating progress.

## **Evidence of Commitment to and Capacity for Accomplishing the Initiative**

- Commitment of senior leadership.
- Commitment and involvement of key people and groups.
- Sufficiency of the human, financial, technological and other resources to the plan and timeline.
- Defined plan for integrating the initiative into the ongoing work of the institution and sustaining its results.
- Clear understanding of and capacity to address potential obstacles.

## **Appropriateness of the Timeline for the Initiative**

- Consistency with intended purposes and goals.
- Alignment with the implementation of other institutional priorities.
- Reasonable implementation plan for the time period.



# Diversifying Eastern Faculty and Staff for Student Success

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- Increase student success (e.g., retention, academic achievement, and graduation rates) by increasing the diversity of EIU's faculty and staff to levels that are representative of the increasing diversity in our student population
- Approved by HLC August 11, 2020

# Quality Initiative Timeline

Fall 2020	<b>Phase 1: Self-Study and Research on Best Practices</b> Review current university guidelines and policies Collect models and other best practices from other institutions
Spring 2021	<b>Phase 2: Create a strategic plan for increasing diversity, equity and inclusion among the faculty and staff</b> Draft strategic plan Seek feedback from campus constituents
Fall 2021 – Spring 2024	<b>Phase 3: Implementation</b> Track data for initial assessment
June 2024	Submit Report

## Retention/ Climate

- **Catherine Polydore\***
- Linda Holloway
- Vernon Woodley
- Joe Eichman
- Terri Fredrick
- Sarah Jacobs

## Recruitment/ Networking

- **Angela Vietto\***
- Jeanne Ludlow
- Jennifer Stringfellow
- Michael Beck
- Claudia Janssen Danyi

## Hiring Practices

- **Sace Elder\***
- Emily Tooy
- Gopal Periyannan
- Jason Hood
- Shawn Peoples
- Richard England
- Kim Turner

Questions?