

**Institutional Culture Change Process: Assessment of Student Learning**  
**Cia Verschelden, Ruth Dyer, M. Duane Nellis, Patricia Marsh**  
**Kansas State University                      April 10-12, 2005**

**Hand-out #1 Description of Desired Institutional Culture Change**

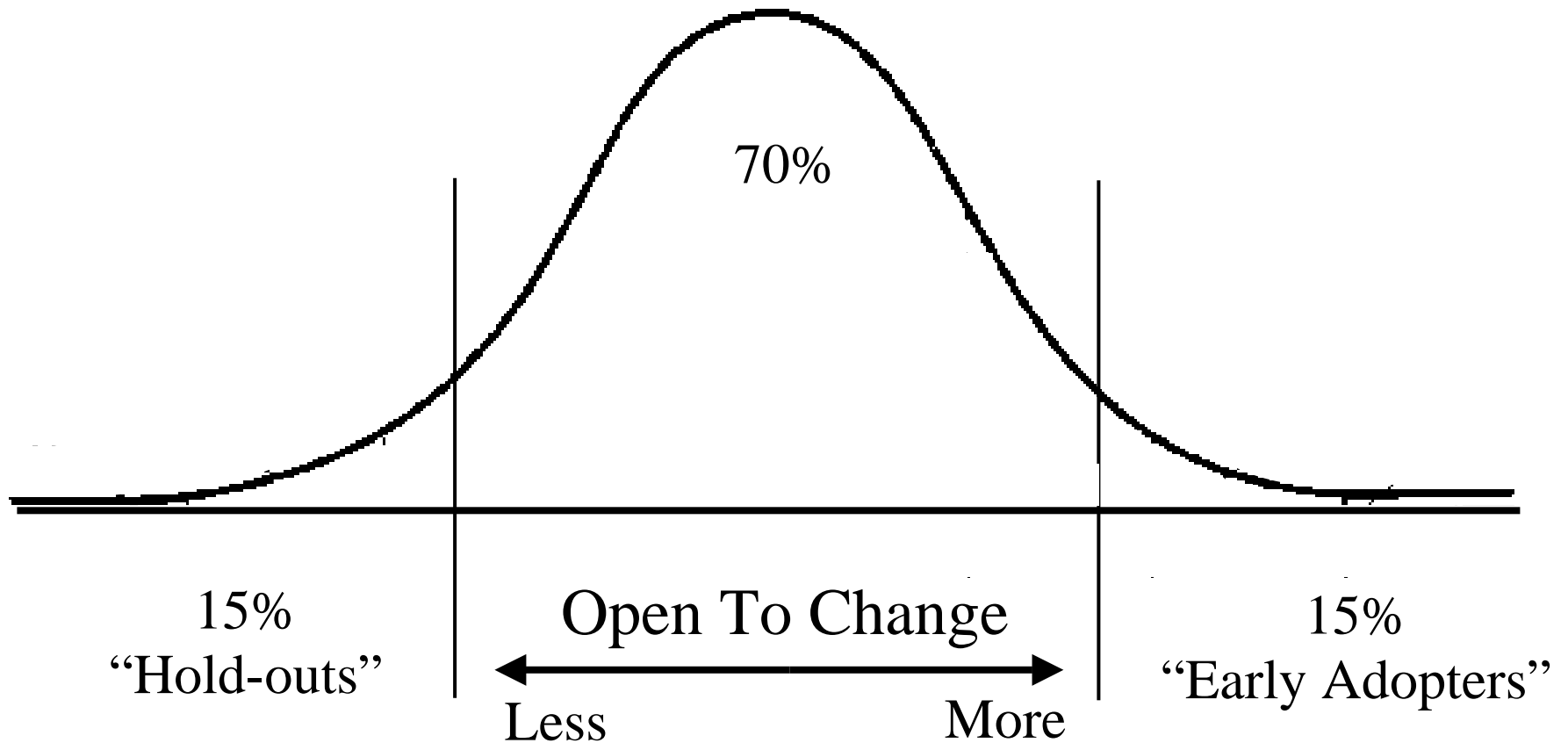
Briefly describe the desired change at your institution...

**Relevant Strengths, Weaknesses, Opportunities, and Threats**

Honestly assess the strengths, weakness, opportunities, and threats as they relate to the desired change...

Strengths	Weaknesses
Opportunities	Threats

## Hand-out #2 Faculty Attitudes Toward Institutional Change



Copy of Normal Curve from:  
<http://www.mnstate.edu/wsson/ed602lesson7.htm>

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### Hand-out #3 List of Potential Stakeholders & Anticipated Sources of Resistance or Support

List all of the potential stakeholders/players in the change effort. Anticipate the person(s) and sectors on your campus who/that might be resistant to the desired change and who might have a reason to advocate for the change...

Person(s)/Sector	Possible reasons for resistance
Person(s)/Sector	Possible reasons for advocacy

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**Hand-out #4 Action Plan**

Think through a series of action steps (at least 5) that you can implement within the next few months...

<b>Action statement</b>	<b>List of necessary players</b>	<b>Note of caution or need for special consideration</b>

**Sense of humor/perspective**

Describe one (or more) image(s) that you will keep ready to summon that will cause you to smile and to regain your perspective when things go less than swimmingly...

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**Learning outcomes assessment**

Describe at least three of the critical steps in the institutional culture change process.

List at least three each of the strengths, challenges, and pockets of resistance that you identified at your institution relative to the desired culture change.

Strengths:

Challenges:

Resistance:

Describe one idea for your institution that incorporates flexibility and reflects the local self-determination that exists within your institution.

List at least three steps of your action plan that you can begin to implement within the next three months.

Describe at least one image that you can smile inside about when the going gets tough.