APS
Virtual Summit

Getting Buy-In for Data-Informed Decision-Making

EAB

Your Facilitators

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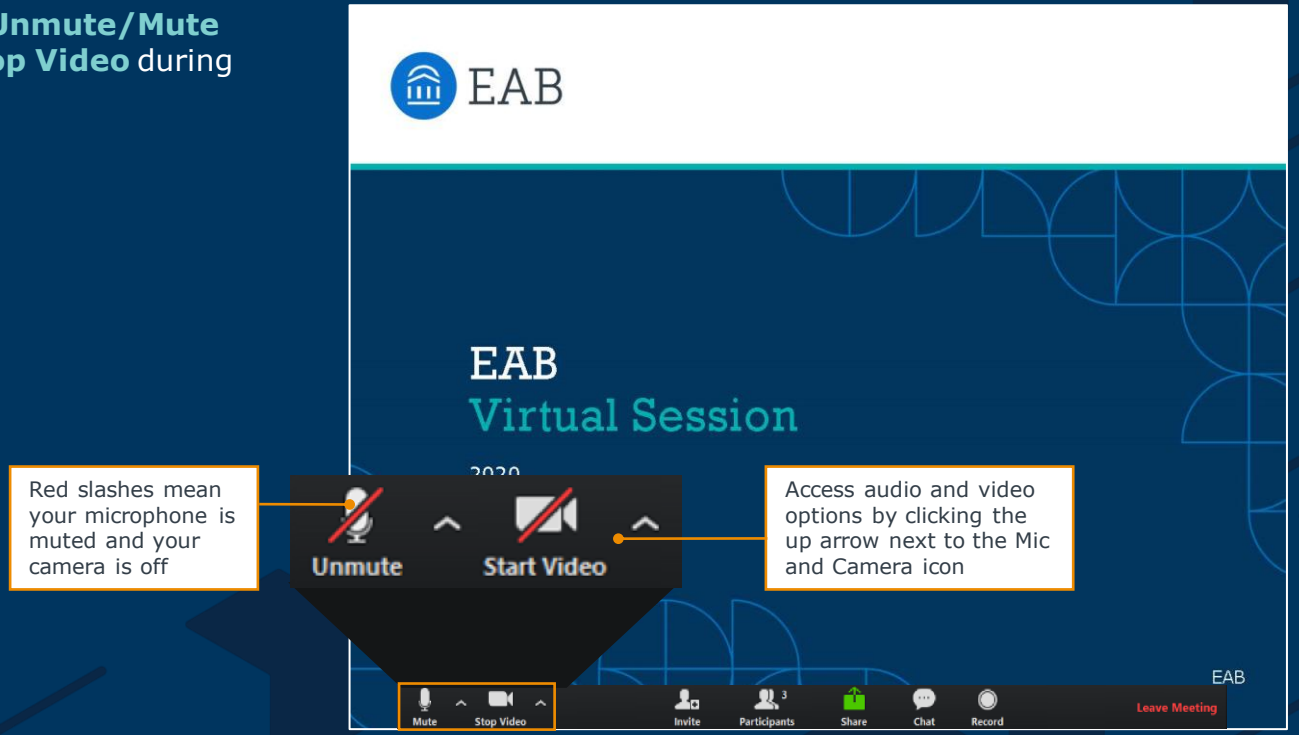
Zoom Features

Leverage the **Unmute/Mute** and **Start/Stop Video** during the session.



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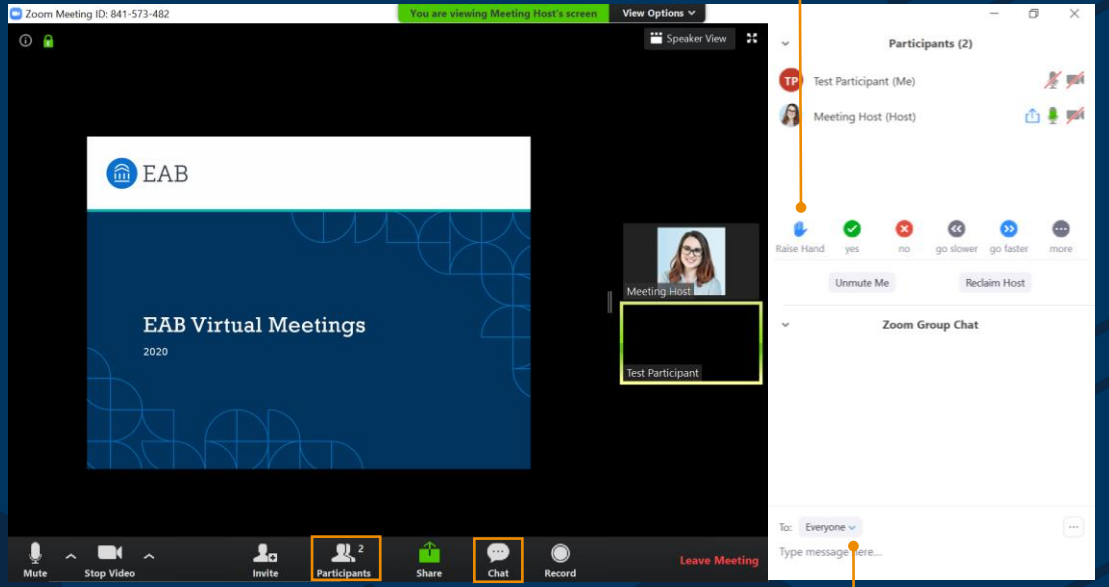
Zoom Features continued

Leverage the **Chat** and **Raise Hand** features to submit questions/comments or volunteer to speak.



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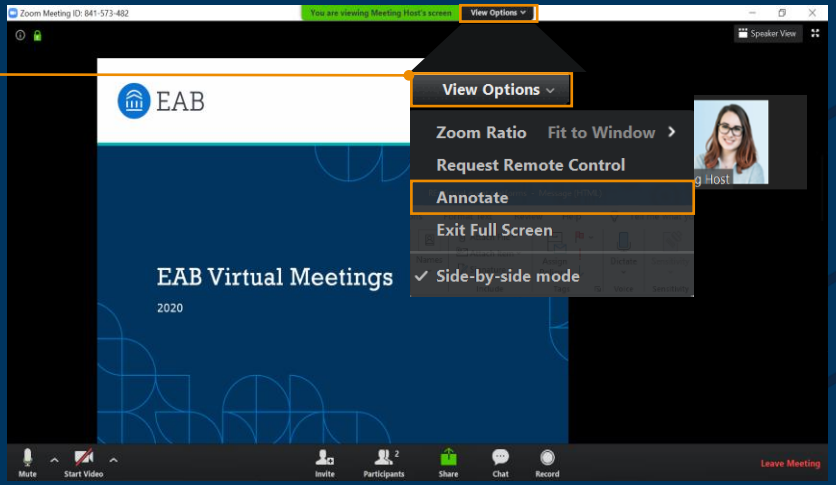
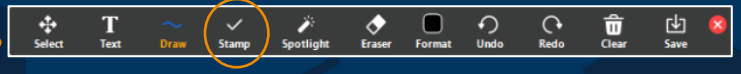
How to Use the Annotate Feature in Zoom

Step 1: View Options, then Annotate.



Step 2: Panel with different options for annotation. Please select Stamp.



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1. The Importance of Data
2. Rethinking Processes: COVID-19 Disruption
3. The Importance of Getting Buy-In
4. E.A.S.E.
5. Worksheet Activity: Debunking Data Distrust

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Does Your Institution Have a Process?

For each statement, use the Annotate feature to place a stamp representing your response in either the Yes or No column.

Process	Yes	No
There is a defined process for faculty line planning.		
My institution uses data to support this process.		
The data used and processes followed is consistent across departments and colleges.		

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Why Use Data for Faculty Line Planning?

Access to data itself will not immediately make your campus more data-informed; ***the key is to engage leaders with the data and provide them with tools to shape a strong foundation of data literacy****.*

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Rethinking Faculty Line Planning

Challenges

Uncertain Enrollments

- Changing enrollment patterns
- Tracking and predicting changing student demand

Changing pedagogical models

- Instructional modes allow for rapid increases in student numbers

Inconsistent Input

- Data presented may not align with leadership priorities
- Difficulty comparing units

Rethink Strategies

Data-Informed Planning

Predict demand earlier and more accurately

Streamline Processes

Engage all stakeholders in accessing and viewing the most current data

Course Planning & Optimization

- Proactive Course Planning based on student demand and available instructional capacity
- Optimize your institution's resources

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How has COVID-19 added additional pressure?

In the appropriate spaces below, use the Annotate feature to place a stamp where the statement applies to your institution.

Statement	Place Your Stamp in This Column!
My institution has a hiring freeze for new faculty.	
My institution expects less state funding.	
My institution has reduced use of part-time instructors.	
My institution is considering laying off full-time faculty.	
My institution has laid off full-time faculty.	

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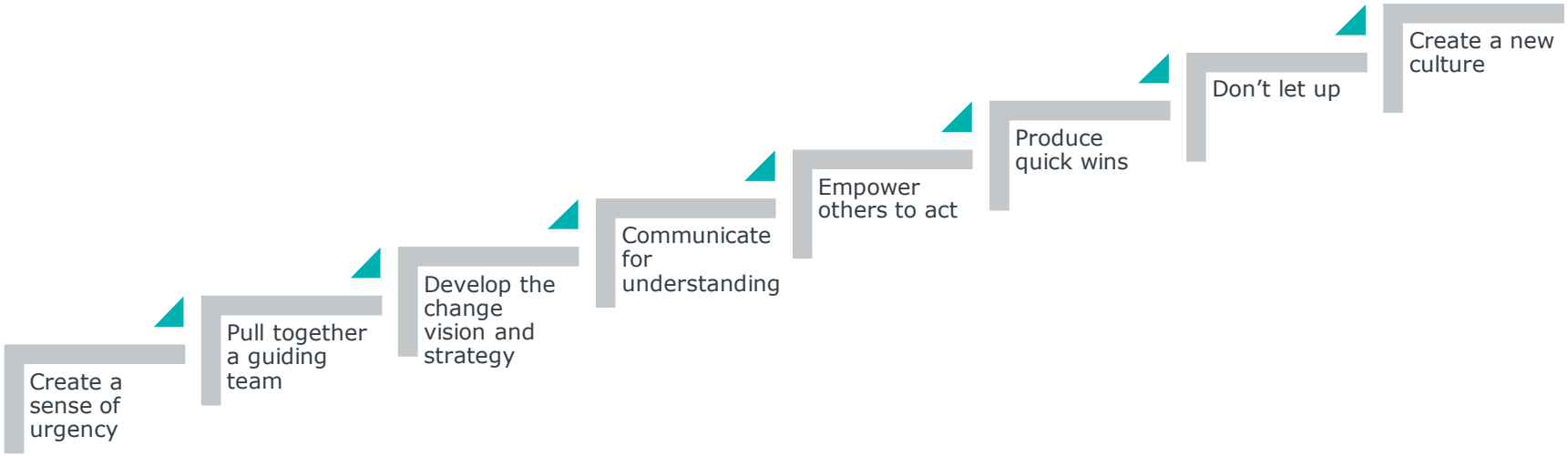
Kotter's 8 Step Change Model



Source: Kotter, J. The 8-Step Process for Leading Change. Retrieved from https://www.kotterinc.com/8-steps-process-for-leading-change/

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Why Get Buy-In?

Buy-in
\ ˈbī-ˌin \

Definition: acceptance of and willingness to actively support and participate in something (such as a proposed new plan or policy)

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Challenges to Buy-In?

For each option, use the Annotate feature to place a stamp representing your response.

Anticipating Resistance	Lack of Prioritization	Data Distrust

Change-resistant Culture	Messaging/Communication	Lack of Support Mechanisms

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Data + Trust = Buy-In

Faculty Planning Data

- Transparency
- Accessibility

Leadership & Stakeholder Trust

- Collaboration
- Champions

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Gain Buy In with E.A.S.E

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Gain Buy In with E.A.S.E

Expectations **A**ccountability **S**upport **E**mbeddedness

Yours & Theirs

EXPECTATIONS

- Ensure the initiative remains an organizational priority and is visible to the team.
- In what ways are users expected to use the data and when?
- How do expectations around APS align with or differ from other required tools/ processes?

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Gain Buy In with E.A.S.E

Expectations

Yours & Theirs

Accountability

Keeping Stakeholders Responsible

Support

Embeddedness

ACCOUNTABILITY

- What mechanisms are in place to encourage leaders to use data and keep them on track towards impactful change?
- How are you keeping stakeholders responsible?

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Gain Buy In with E.A.S.E

Expectations

Yours & Theirs

Accountability

Keeping Stakeholders Responsible

Support

Resources & Guidance

Embeddedness

SUPPORT

- Identify and create quick wins that can help generate momentum on campus.
- What resources are available and what is the ease of access?
- Who are the champions they can lean on?

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Gain Buy In with E.A.S.E

Expectations

Yours & Theirs

Accountability

Keeping Stakeholders Responsible

Support

Resources & Guidance

Embeddedness

Making it sticky

EMBEDDEDNESS

- Anchor new approaches in the culture
- Sustain improvements and clearly associate demonstrated behaviors with success
- Integrate into transparent milestones and timelines

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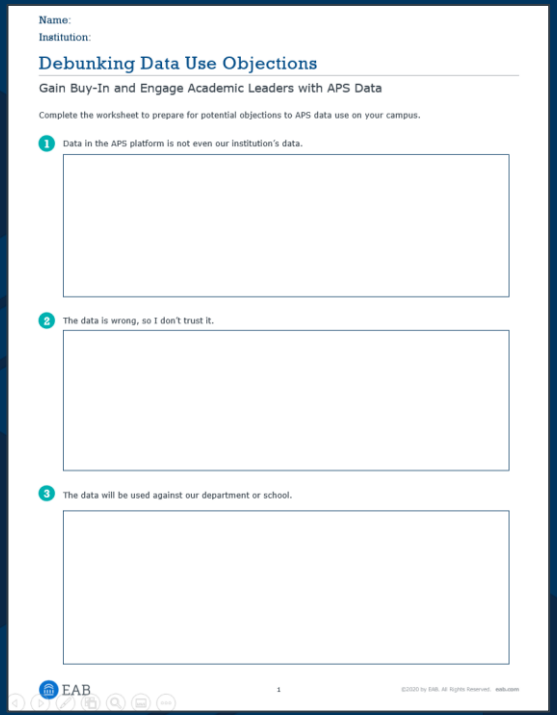
Worksheet Activity



Name:
Institution:

Debunking Data Use Objections

Gain Buy-In and Engage Academic Leaders with APS Data

Complete the worksheet to prepare for potential objections to APS data use on your campus.

1. Data in the APS platform is not even our institution's data.

2. The data is wrong, so I don't trust it.

3. The data will be used against our department or school.

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Please take 5 minutes to complete the **Debunking Data Use Objections** worksheet. Download the worksheet in the Chat.

We'll convene as a group for an opportunity to share out using either the "Raise Hand" or Chat feature.

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Closing

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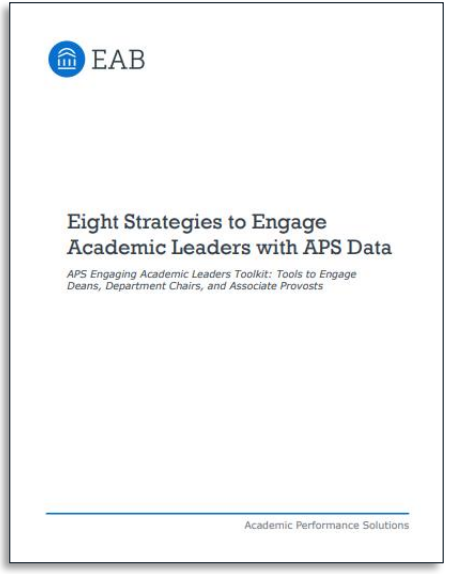
Available Resource: Engaging Academic Leaders Toolkit

Strategies and Tools to Generate Buy-In at Your Institution



Eight Strategies with Corresponding Tools

- Strategy 1: Advocate from the Top Down
- Strategy 2: Craft Your Data Transparency Message
- Strategy 3: Identify a Champion
- Strategy 4: Embed APS Data in Existing or New Processes
- Strategy 5: Leverage Influence to Promote Data Use
- Strategy 6: Coach Others Towards Data Use
- Strategy 7: Maintain Momentum with Strategic Follow-Up
- Strategy 8: Make Resources Easy to Access

Download the Toolkit!
Use the link in the Zoom Chat

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