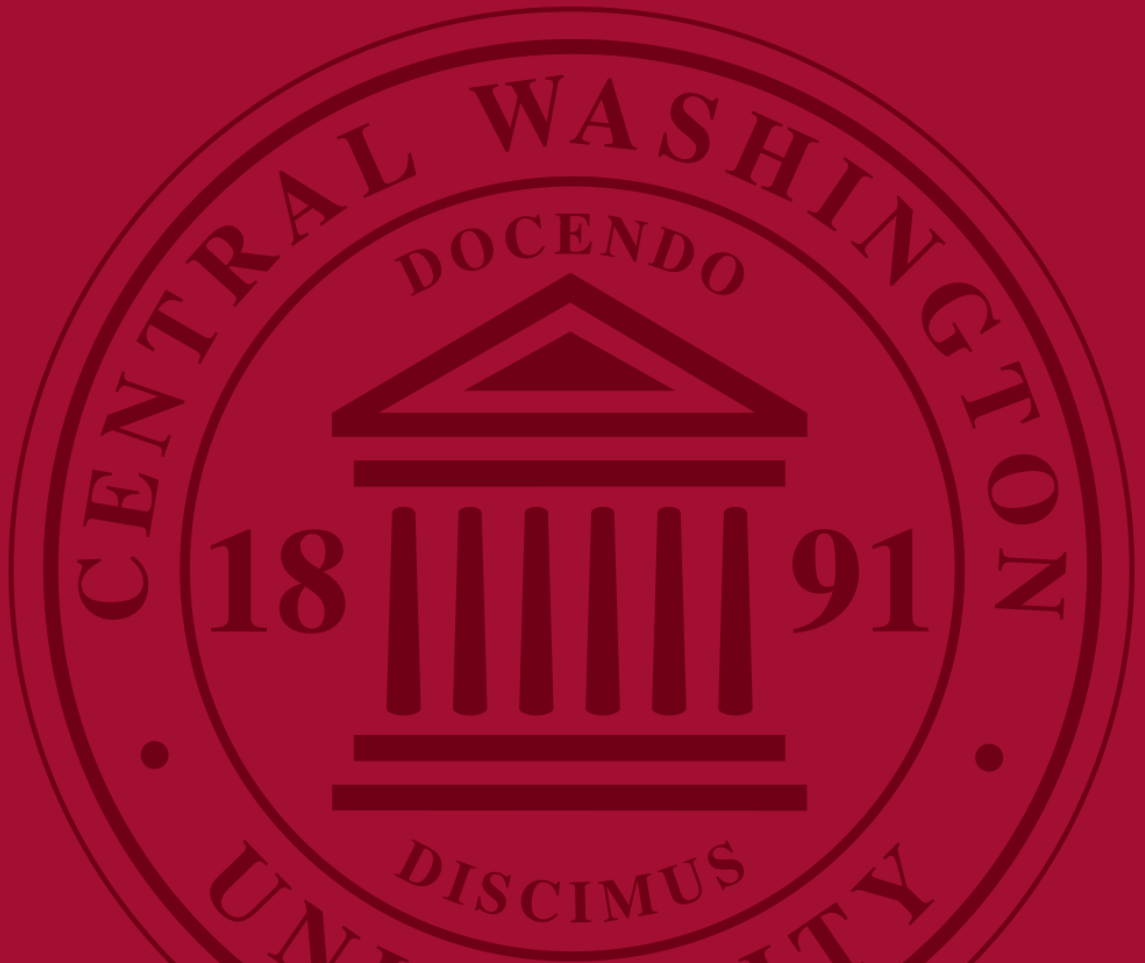
STATE *of the* UNIVERSITY



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The Adaptive University Initiative

Adaptive University Council

CWU STRATEGIC PLAN ALIGNMENT

Core Value 3: Stewardship

- **Goal 2: Elevate shared governance and collaboration across the university and advance professional development and leadership opportunities that demonstrate the value of our human resources and that build a strong, united university community.**

BEING AN ADAPTIVE UNIVERSITY

Capacity Building

Taking proactive steps to ensure our curricular and co-curricular offerings, and the structures that support those efforts, provide sustained success for CWU's students, faculty, and staff for the next few decades

- Evaluation of curricular offerings: Program gaps, investment areas, innovation opportunities, and sunsetting
- Evaluation of co-curricular support: HIPs, advising, tutoring, peer mentoring, student support activities
- Evaluation of structures: Academic and non-academic structures that support student success

Process

- Structured catalyst network to address adaptive challenges and guide innovation
- Focused on larger scopes, multi-departmental and cross-divisional projects
- Build a lasting culture of innovation through practice

HOW WE GOT HERE

- Introduced in the Fall 2024 Academic Affairs Forum

- Refined in a series of Process Design Workshops

- Launched Officially in Winter Quarter

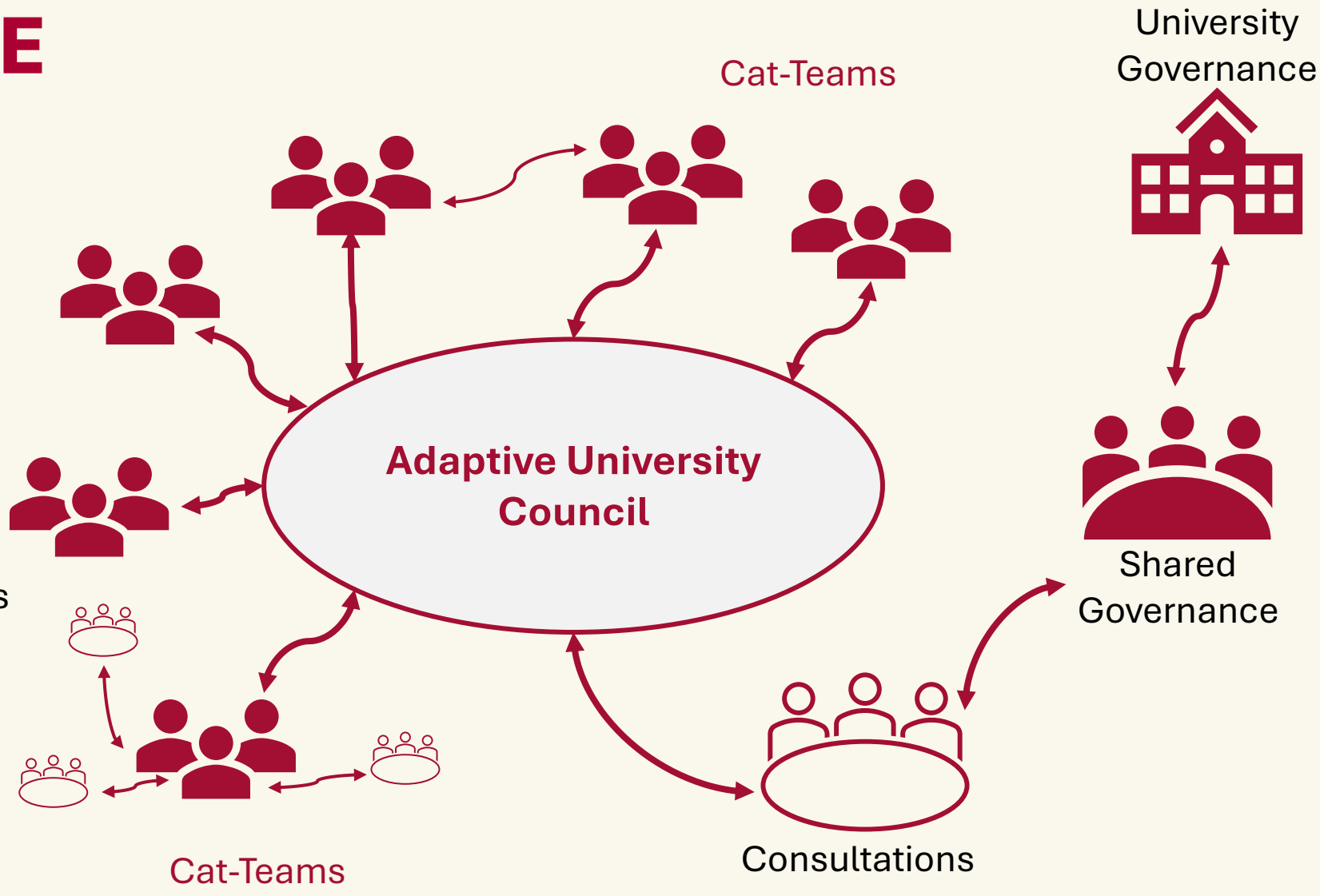
AU STRUCTURE

AU Council

- Direction-setting
- Discernment
- Coordination
- Charge development

Catalyst Teams (Cat-Teams)

- Subject matter & stakeholders
- Exploration
- Consultation
- Recommendations



ADAPTIVE UNIVERSITY COUNCIL (AUC)

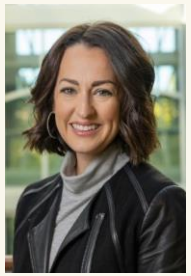
Ginny Tomlinson
Vice Provost for Institutional Transformation

Co-Chair Facilitators

Rodrigo Renteria-Valencia Dean of Graduate Education

David Douglas
Senior Lecturer

Jennifer Dechaine
Associate Dean, CEPS



Tishra Beeson
Interim Dean, UGS

Erin Craig
Chair, Physics

Mishel Corea
Regional Center Director

Dean Masuccio
Director, Dining Services

Sayantani Mukherjee
Professor, Management

James Jankowski
Director, IS

Alexis Andrews
Executive Projects

Greg Lyman
Chair, ETSC

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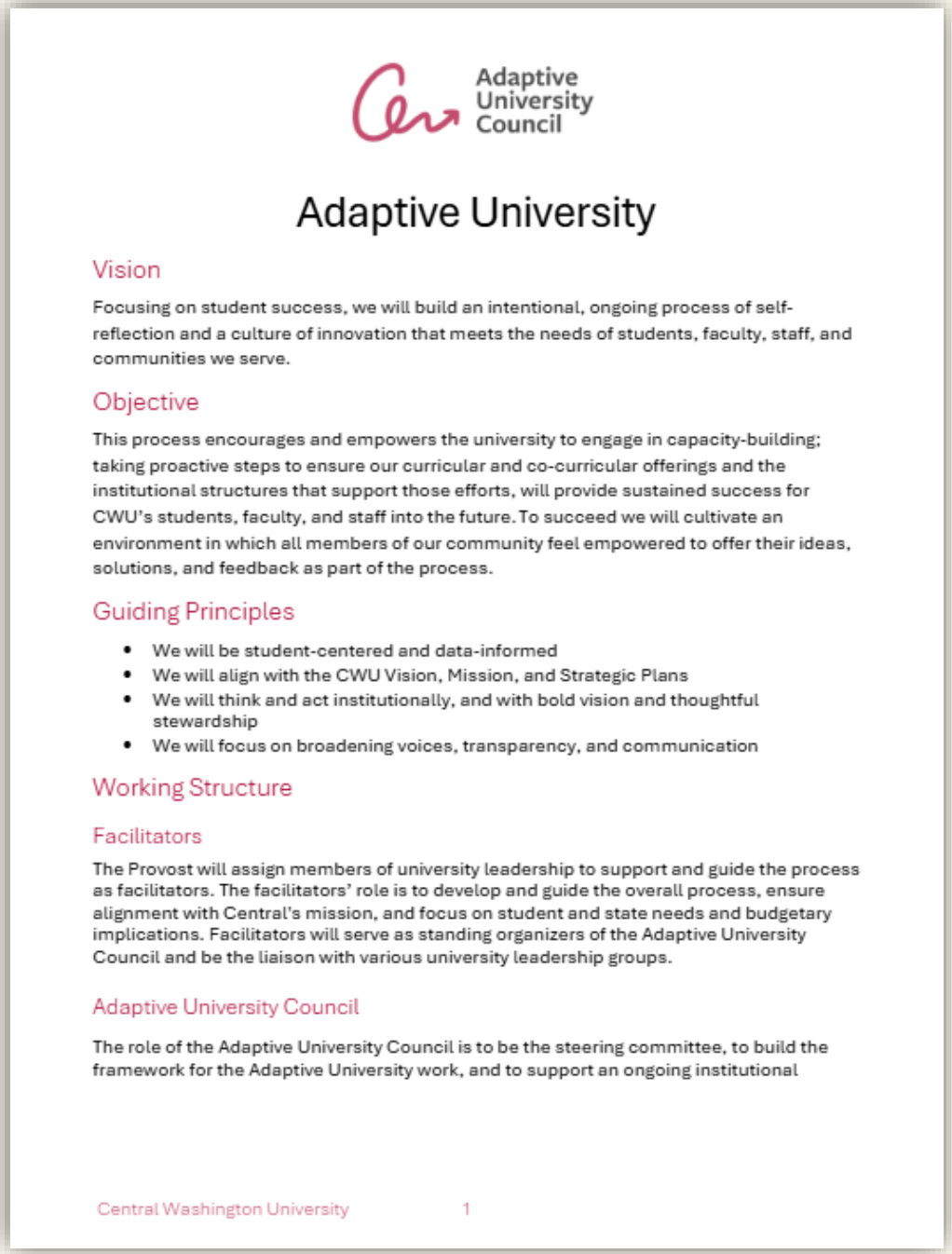
ROLE OF THE COUNCIL

The Council's role is to build the framework for the Adaptive University work and support ongoing institutional capacity building.

- Develop and maintain an ongoing process for generating, evaluating and prioritizing innovative ideas from the university community
- Receiving and initiating ideas
- Validate feasibility and assess potential impact of ideas
- Build, charge, and support Catalyst Teams (Cat-Teams)
- Make final recommendations to the appropriate leadership structure and shared governance groups



Adaptive University Council

Adaptive University

Vision

Focusing on student success, we will build an intentional, ongoing process of self-reflection and a culture of innovation that meets the needs of students, faculty, staff, and communities we serve.

Objective

This process encourages and empowers the university to engage in capacity-building; taking proactive steps to ensure our curricular and co-curricular offerings and the institutional structures that support those efforts, will provide sustained success for CWU's students, faculty, and staff into the future. To succeed we will cultivate an environment in which all members of our community feel empowered to offer their ideas, solutions, and feedback as part of the process.

Guiding Principles

- We will be student-centered and data-informed
- We will align with the CWU Vision, Mission, and Strategic Plans
- We will think and act institutionally, and with bold vision and thoughtful stewardship
- We will focus on broadening voices, transparency, and communication

Working Structure

Facilitators

The Provost will assign members of university leadership to support and guide the process as facilitators. The facilitators' role is to develop and guide the overall process, ensure alignment with Central's mission, and focus on student and state needs and budgetary implications. Facilitators will serve as standing organizers of the Adaptive University Council and be the liaison with various university leadership groups.

Adaptive University Council

The role of the Adaptive University Council is to be the steering committee, to build the framework for the Adaptive University work, and to support an ongoing institutional

Central Washington University 1

UNIVERSITY-WIDE CALL FOR INNOVATION

Thus far, 51 ideas have been submitted to the AUC. The Council is moving through the "discernment" process; evaluating proposals and looking for patterns, ideas to develop, and places for collaboration while shaping the final concept.

Five Approved Cat-Teams

- Reimagine our Academic Advising Structures
- Degree in three: Building the structure for 3-year degrees
- Building CiHS capacity: A new graduate certification
- Modernize our General Education
- First Year Experience

CHOOSING IDEAS

Ideas submitted to the Adaptive University Council are evaluated on the following criteria:

AUC Guiding Principles

- Will students directly benefit from this idea?
- Is the idea data-informed?
- Does the idea directly meet one or more of CWU's strategic goals?
- Does the idea align with CWU's mission and vision?

Stewardship

- Is the primary benefit of this idea to increase enrollment and/or retention?
- Does the idea have potential for long-term sustainability?
- Has the fiscal impact been considered?

Impact

- Is the idea institutional in scope?
- Does the idea have the potential to be transformational or innovative?
- Will the idea build capacity (new markets, new ways of working, etc.)?

IDEA EVOLUTION

April 2025

Three-Year Pathways

Reimagine undergraduate education at CWU by creating three-year degree pathways

April 2025

Three Year Degree

Create a three-year degree option that allows students to complete their undergraduate studies in an accelerated timeframe

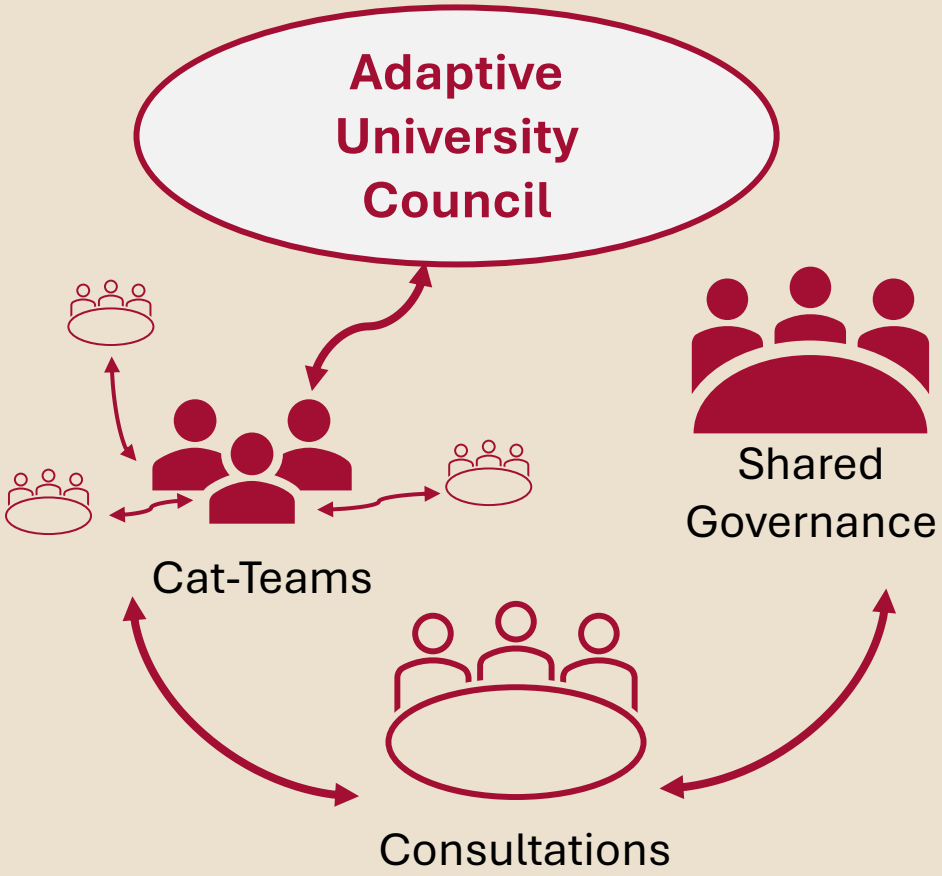
April 2025

College in 3

Evaluate and refine the policies necessary for introducing 3-year degrees at our institution

- Multiple submissions focused on the same topic
- AUC shaped the complementary ideas into one charge for a Cat-Team
- The Council is not tied to the idea exactly as it was submitted

WORK OF THE CAT-TEAMS



Catalyst teams (Cat-Teams) comprise subject matter experts and stakeholders, focusing on developing ideas into actionable proposals.

- Have specific goals outlined in a charge document and make recommendations to the AUC based on those goals.
- Shape ideas into implementable proposals or recommendations
- Use appropriate data and consultations in research and development of proposals
- Consider all areas of implication including student success, university mission, infrastructure and budgets, and workforce needs.

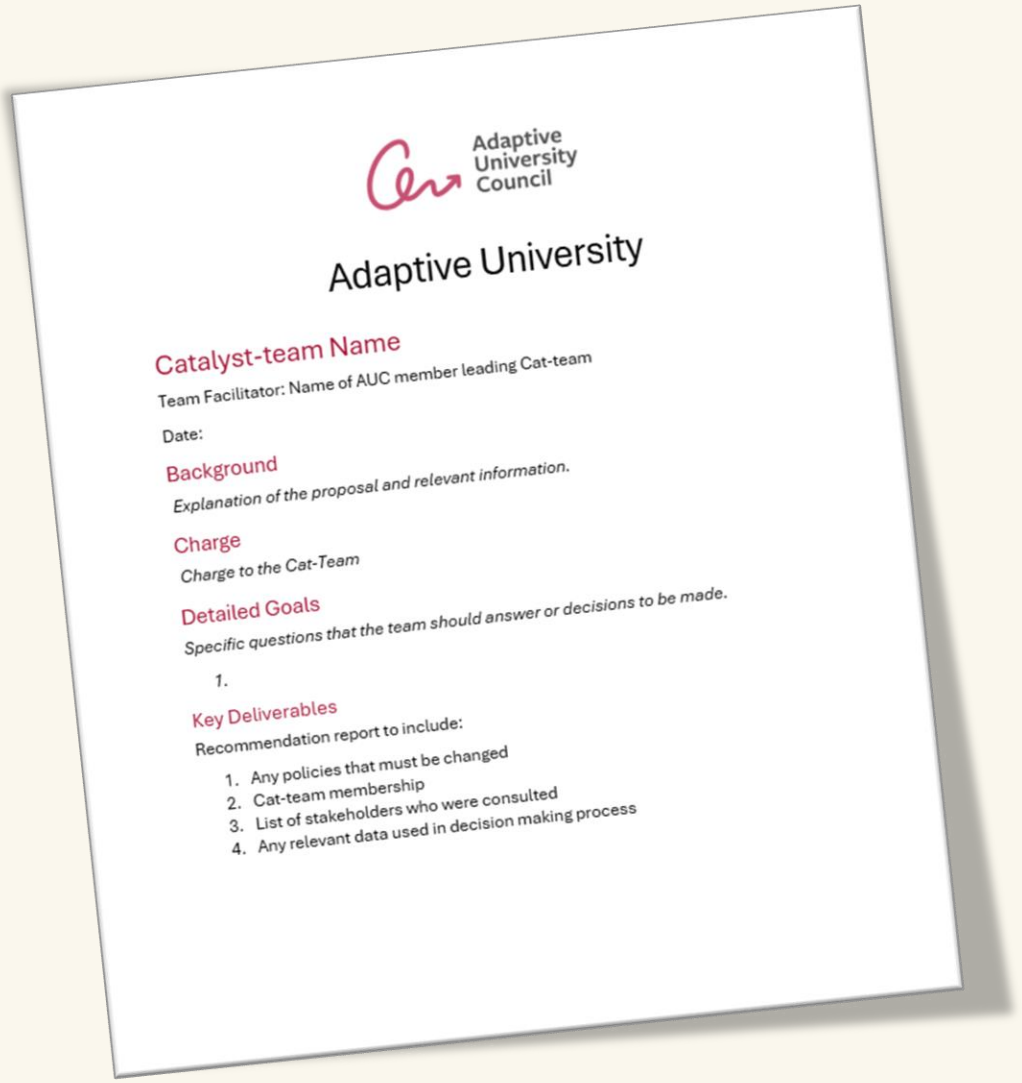
CHARGE DOCUMENT TEMPLATE

Key components of a Cat-Team Charge document

Background / Context

Charge
- Detailed Goals
- Key Outputs
- Timeline

Team Considerations
- Stakeholders
- Decision-Making Mechanisms
- Policy Implications
- Membership
- Consultations


Adaptive University Council

Adaptive University

Catalyst-team Name

Team Facilitator: Name of AUC member leading Cat-team

Date:

Background

Explanation of the proposal and relevant information.

Charge

Charge to the Cat-Team

Detailed Goals

Specific questions that the team should answer or decisions to be made.

1.

Key Deliverables

Recommendation report to include:

1. Any policies that must be changed
2. Cat-team membership
3. List of stakeholders who were consulted
4. Any relevant data used in decision making process

WORKING CAT-TEAMS

The AUC is grateful for the time, effort and enthusiasm the current working Cat-Team participants have invested in this initiative!

Advising Cat-Team

- Colleen Angaiak
- Christina Barrigan
- Caitlin Bassett
- Gayla Blaisdell
- Selena Castro
- Patrick Delaford
- Christina Denison
- Rachel George
- Kurt Kirstein
- Kipp Marsicano
- Megan McConnel
- Angela Murry-Walker
- Heidi Perez
- Tishra Beeson (AUC Lead)
- David Douglas (AUC Lead)

3 Year Degree Cat-Team

- Christina Bistricean
- Ryan Cahalan
- Jerald Dougherty
- Andrea Eklund
- Sathy Rajendran
- James Jankowski (AUC Lead)
- Greg Lyman (AUC Lead)

TABLETOP EXERCISE 1

CWU | STATE *of the* UNIVERSITY

1. **Generate a set of potential ideas able to help build capacity at Central.**
2. **Agree on one.**

> *Capacity Building:*
>
> *Taking proactive steps to ensure our curricular and co-curricular offerings, and the structures that support those efforts, provide* ***sustained success*** *for CWU's students, faculty, and staff for the next few decades.*

TABLETOP EXERCISE 2

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Use the following criteria to evaluate your idea:

AUC Guiding Principles

- Will students directly benefit from this idea?
- Is the idea data-informed?
- Does the idea directly meet one or more of CWU's strategic goals?
- Does the idea align with CWU's mission and vision?

Stewardship

- Is the primary benefit of this idea to increase enrollment and/or retention?
- Does the idea have potential for long-term sustainability?
- Has the fiscal impact been considered?

Impact

- Is the idea institutional in scope?
- Does the idea have the potential to be transformational?
- Will the idea build capacity (new markets, new ways of working, etc.)?

TABLETOP EXERCISE 3

Outline three goals that you would assign to a Cat-Team in the charge document.

Specific questions that the team should answer or decisions to be made in a clearly delineated timeframe.

SUBMIT YOUR IDEA!

If you produced a great idea at your table, please submit it through the SharePoint site:

https://cwuwildcat.sharepoint.com/sites/AdaptiveUniversity

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Adaptive University Council