LEAP Action Summary
ITBE

LEAP Workshop Year: 2012 **Action dates:** Spring 2012-Spring 2013	**For more information, contact:** Andy Ciganek, x6946, ciganeka@uww.edu Roger Yin, x5476, yinl@uww.edu
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General Goal:
Profile the HIPs that our program was doing (short-term) and then package and promote our findings externally (long-term).

Planned Actions:
a) December 2012
  a) Determine appropriate LEAP metrics for identified HIPs for the semester
  b) Report metrics and HIPs to faculty
  c) Secure student endorsement of ITBE LEAP action plan
  d) Secure employer endorsement of ITBE LEAP action plan
  e) Data collection
  f) HIP continuous improvement adjustments
  g) Document and publically report our progress
b) May 2013
  a) Data collection and assess results
  b) Communicate progress with strategic external collaborators.
  c) HIP continuous improvement adjustments
  d) Document and publically report our progress

Deliverables, Completed Actions:
- Data was collected in multiple sections of our project management course to assess 1) service-learning and 2) critical thinking. Having had external interactions in the short-term benefitted the data collection process (revisions made, different types of data collected). This is an example of 'opportunities breed opportunities'. The data has not been analyzed in depth, but it is clear that the quality of student work has improved and that student did value the service-learning component of the course. This will lead to additional data to be collected in the future and further possibilities to share results externally.
- There are multiple outcomes related to LEAP and our action plan that were achieved during the spring 2012 semester, including:
  a) HIP Toolkit: Reflective Development and Implementation of High Impact Practices, Poster Presentation @ UW-Whitewater LEAP Day (February 2012)
  b) Examining LEAP High Impact Practices in Project Management Education, Poster Presentation @ UW-Whitewater LEAP Day (February 2012)
  c) Service-Learning in Information Systems Education, Panel Session Hosted in

Atlanta, GA during the Southern Association for Information Systems Annual Conference (March 2012)

d) LEAPing forward: A Case Study Employing High Impact Practices in Undergraduate Education, Paper Presentation in Atlanta, GA during the Southern Association for Information Systems Annual Conference (March 2012)

e) Enhancing Critical Thinking Through Online Engagement, Poster Presentation @ WTFS event showcasing work with UW Campus provosts and Interim Senior Vice President Nook from UW System (April 2012)

f) Relevant and Retooled Workshop (excellence inclusive): New Strategies for Engaging Nontraditional Students, Panel Session Participated in @ UW-Whitewater (April 2012)

g) Organizational Learning and Memory in Higher Educational Institutions: Increasing the "Stickiness" of High Impact Practices in STEM Contexts, Paper Presentation @ UW-Stout STEM Agenda in Education, the Workplace, and Society Conference (July 2012)

h) Study travel course to Thailand (diversity/global learning), fall 2012

- The short- and long-term goals from our original action plan remain and are attainable. The specific goals of our AY 2012-2013 plan and concrete progress towards achieving the goals include:

  a) Identifying the HIPs performed consistently in a number of courses and co-curricular activities sponsored by the department. Co-curricular activities (e.g., participate in a student organization, organizational sponsored event like CyberGirlz, Hackathon, etc.) are not explicitly identified as HIPs, but the program believes that these activities facilitate HIP-like successes; **this activity has been performed in spring 2012, but has not been formally reported to the program. This goal will be completed in fall 2013.**

  b) Identifying LEAP Essential Learning Outcomes (ELOs) relevant for our program. This activity will require engagement from faculty and approval from students and employers; **the relevant ELOs have been identified among the ITBE LEAP action team at the end of spring 2012 extrapolated in part from our programs advisory boards. The ELOs have yet to receive formal approval from faculty and has lacked direct engagement from employers and students. This is an goal that will be completed in fall 2013.**

  c) Defining appropriate metrics to assess student performance (e.g., GPA, student retention, self-reported gains, etc.) in HIPs that are tied directly to LEAP ELOs. Metrics will also include course-embedded items to directly measure student attainment of LEAP ELOs; **metrics have been identified and refined related to ELOs during spring 2012, but the focus has been on curriculum assessment and not overall LEAP assessment. Overall measures of LEAP performance will be identified and measured along with continued course-embedded items during AY 2012-2013.**

  d) Implement a schedule to collect and evaluate these data. This will first be piloted, followed by a complete assessment schedule in the long-term. Pilot data will include both indirect measures and direct measures, notably a focus group – currently lacking to assess student performance; **this goal will be completed during AY 2012-2013.**

  e) Secure buy-in from all relevant stakeholders. This will require endorsement from the department faculty, student groups/organizations, and advisory

board; **this activity has partially been completed in spring 2012 as buy-in has been secured from faculty and one of the program's advisory boards. This goal will be completed in fall 2013.**
f) Seek strategic external collaborators. This will both allow our program to learn from experienced programs and disseminate our experiences to specific programs; **this activity has taken place in spring 2012. A candidate 'experienced' program is UW-Stout and an 'aspirational' program is UW-Parkside. These relationships will be shaped and pursued during AY 2012-2013.**
g) Documenting our process such that other areas on campus can leverage and build on what we accomplish. This will be done using a blog or wiki that will be publically available to the UWW campus. This is a key aspect of our long-term "LOOK (Listen, Observe, Organization, Knowledge) before you LEAP" initiative. LOOK before you LEAP is targeted towards documenting our lessons learned and presenting them in a way that external groups on the UWW campus and beyond can fully utilize them; **a blog was created in spring 2012 (blogs.uww.edu/hips) and future efforts will be published there during AY 2012-2013.**

Notes:
a) The ITBE LEAP action team has had varying levels of success achieving their short-term (spring 2012) goals. The ITBE LEAP action team early on had multiple opportunities to showcase their plan and high-impact practices which led to additional possibilities for their work. In sum, short-term (internal) goals were not completed in favor attaining longer-term (external) goals. This was a cost-benefit proposition as sacrificing progress towards our initial objectives led to rich external experiences that inform our internal efforts.
b) **Opportunities breed opportunities.** Our team presented our poster work from the January workshop at the LEAP day event, which led to discussions with individuals external to our team and ultimately additional opportunities to share our work. Through external exchanges our team was informed about how to refine our current HIPs which has led to additional opportunities to discuss our findings.
c) **Work for the 'win-win'.** Buy-in from our department was perceived as a challenge moving forward. Presented with opportunities to showcase current HIPs externally (a long-term goal), our team established credibility on the topic with our department, which helped secure buy-in. In another example, our program is currently in transition incorporating multiple new major emphases over the next two semesters. This presented an opportunity to map new program objectives to ELOs. Finally, many of the activities performed in conjunction with the ITBE LEAP action plan over the spring semester were documented in the program end-of-year report. Each of these efforts are considered as a 'win-win' because they have presented ways to inform others (internal or external) of our professional efforts and further integrate LEAP within our curriculum.
d) **Time management.** All team communication regarding the action plan took place electronically (e-mail) during spring 2012. Face-to-face interaction, possibly aided using WebEx if challenged by physical location, would ensure that the team was all on the 'same page' moving forward. Regular face-to-face interaction would likely have aided in additional progress completing short-term goals.
• **Barriers or difficulties to be addressed**:

a) Better way to communicate value of LEAP with students (e.g., build upon foundational knowledge established in the general education courses; network with LEAP ambassadors external to our college to share what they are doing and identify ways we can build upon that).

b) Better way to incorporate LEAP into our curriculum. In addition to adding LEAP to program objectives, actual course objectives listed in syllabi should be consistently aligned with LEAP through mapping Essential Learning Outcomes to courses in the curriculum. This way, we can consistently apply relevant evaluation criteria in VALUE rubrics across various courses in the program curriculum to assess learning outcome. To be prudent yet taking time constraint into consideration, we may need to perform a pilot on selected courses (e.g., those with group project management and/or service learning components) before expanding into the entire curriculum.

c) Better market LEAP amongst our college (e.g., take outcomes from LEAP teams this year, last year and implement a simple campaign to be run in the college to illustrate integration amongst programs … 'we [each CoBE major] all LEAP'). Some additional ideas/suggestions based on the concept of "marketing within our own college" include developing:
   - Printed materials
   - Web Site – with blog and/or wiki
   - Television screens/kiosks/digital signage in Hyland Hall
   - "LEAP" Film Festival (per Jo Ann)
   - Bring in other CoBE departments to share their LEAP Initiatives (as a panel, brown-bag event, department meeting, or CoBE staff event)
   - Bring in Peter Wagner (World of Ideas)/Jane from General Education to speak at a department meeting
   - Place LEAP "Update" as a recurring department Agenda Item
   - Continue with inclusion of LEAP as part of annual reports
   - Provide a "template" for others for determining ELOs and HIPs from their courses, etc.
   - Survey ITBE 141 learning community section compared to non-learning community section this fall