Planned Project Kickoff

Target Completion

1:

2:

3:

4:

5:

6:

7:

Project Details

<table>
<thead>
<tr>
<th>Title</th>
<th>Creating a Culture of D3M (Data-driven Decision Making)</th>
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<td>Category</td>
<td>7-Measuring Effectiveness</td>
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<td>Timeline</td>
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1: Project Goal

A: Rio will build a culture that consistently and appropriately utilizes data. The foundation of this culture shift is built on open forums with all campus members to explain the benefits of Data-Driven Decision-Making to each facet of the campus as it relates to the whole. Forums will serve as an opportunity for open discussions of suggestions and concerns that will guide the strategy team to pilot programs.

2: Reasons For Project

A: Rio has a history of some factions of the campus not embracing or understanding the importance of data-driven decision making. At times, Data-Driven Decisions have been imposed on the campus, leading to adverse outcomes and creating a fear and distrust of data. The current leadership is determined to build a culture that consistently gathers, trusts, understands, and uses appropriate and comparative data to make decisions.

3: Organizational Areas Affected

A: Primarily Non-instructional staff but the entire campus will be involved.

4: Key Organizational Process(es)

A: Rio will develop a process for Data-Driven Decision-Making it expects all future models to follow. The initial development will include pilot programs that will serve as models for expansion of D3M and Policy formulation.

5: Project Time Frame Rationale

A: There are four steps to completing this project: 1) Create a leadership team for the project; 2) Organize forums of faculty and staff to foster engagement and empowerment; 3) Select group(s) to carry out pilot project(s) to demonstrate Data-driven Decision Making; and 4) Develop a communication and education plan.

6: Project Success Monitoring

A: Non-Instructional staff understands their role in AQIP (Academic Quality Improvement Program) and what CQI (Continuous Quality Improvement) is, why it is important, and how to do it. Each department head will monitor the projects in their area. Two non-instructional departments have volunteered to develop CQI initiatives that may serve as models. Upon completion of these projects all non-instructional employees will meet to learn how these projects were developed, implemented, and evaluated. Then each non-instructional department will develop its own CQI project, implement it, and upon completion, evaluate it. Non-instructional staff will then implement projects in a continuous manner based on the data-driven model developed.

7: Project Outcome Measures

A: The AQIP Steering Team will view this project a success if, at its conclusion, non-Instructional staff understand the basics of CQI, have developed a plan for CQI for their department, and have successfully completed a CQI project for their department. Additionally, the
Steering Team seeks to add CQI language to each non-instructional staffer's position description and evaluation form.