

Evaluating Institutional Change Efforts: Evaluators as Story Collectors & Story Analysts

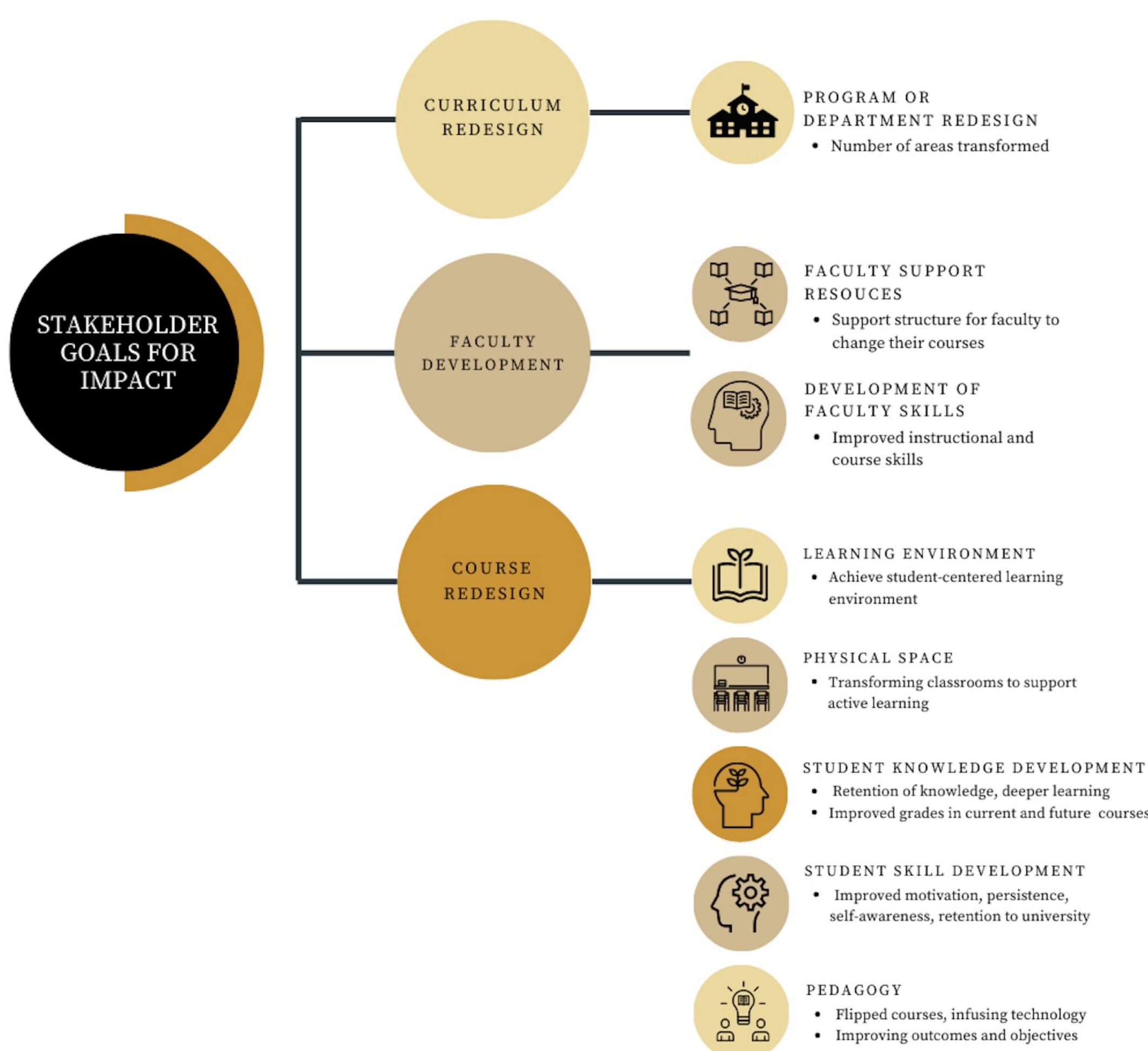
IMPACT (Instruction Matters: Purdue Academic Course Transformation) was initiated with the goal of radically changing instruction at Purdue University.

As program evaluators, the ELRC facilitates the definition, documentation, and continual adaptation of the program model through collecting from implementors, stakeholders, and participants' stories

IMPACT is a partnership among the Center for Instructional Excellence, Purdue Online, Purdue University Libraries, Institutional Data Analytics and Assessment, and the Evaluation and Learning Research Center with the support from the President's and Provost's offices

Stakeholders' Stories of The Program

In 2015, the ELRC conducted interviews to assess the perception of the program with stakeholders. This group included representatives from all the IMPACT implementing organizations across campus and university administrators. Stakeholders expressed a diversity of opinions on the goals of the program, as seen below:



The ELRC collected and analyzed these accounts from key contributors to offer recommendations for improving partnership relations, including some of the following:

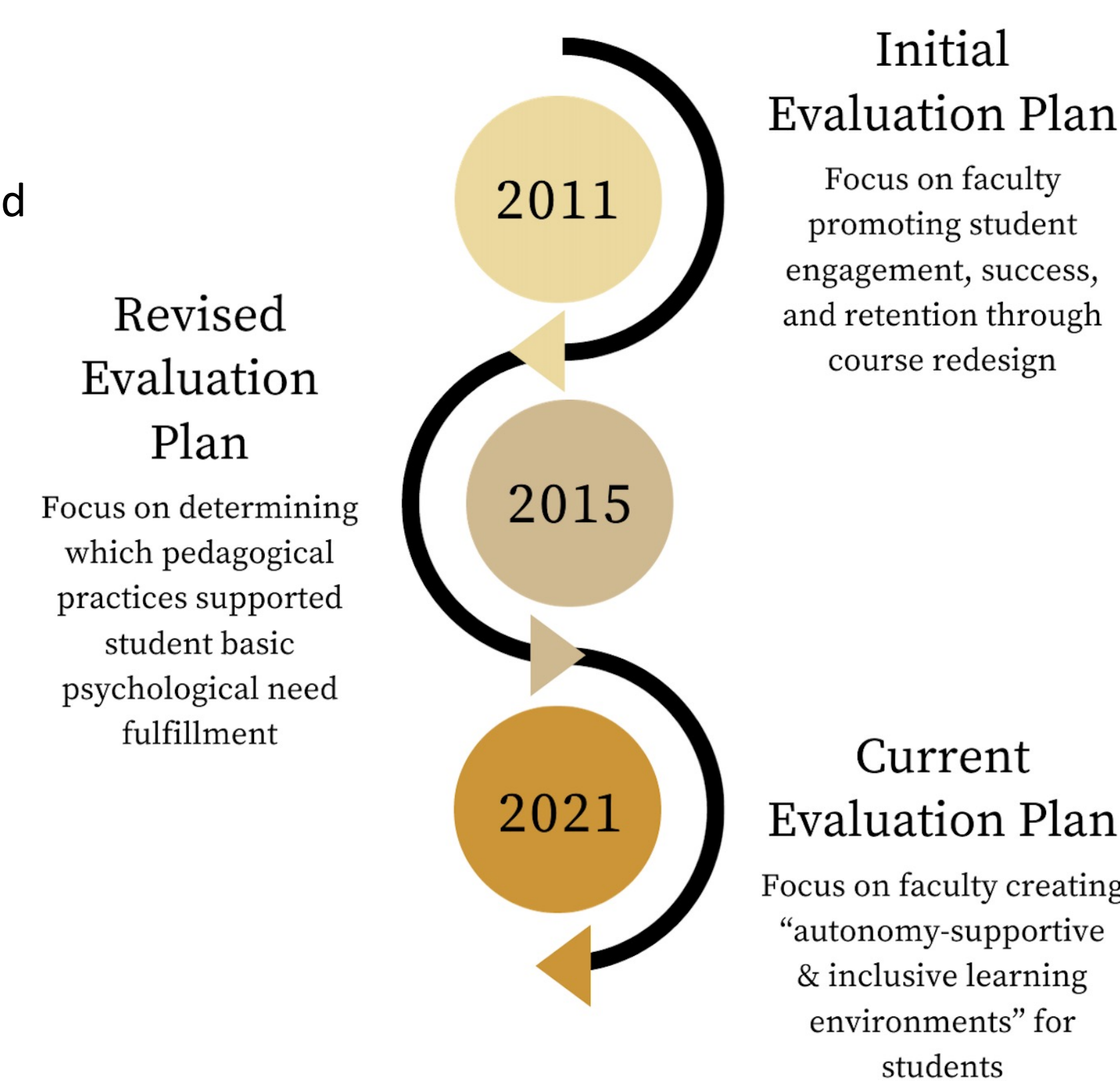
- Compose a written history of IMPACT for onboarding new members
- All partners should have roles in promoting IMPACT awareness
- Conduct quarterly meeting to create and revise a master plan

Program Adaptation in Response to Changing Context & Leadership

Since its inception in 2011, IMPACT has adapted to changing personnel and university context. Initially focused on identifying and catalyzing the implementation of specific course designs that promote active learning, the program adapted to focus on empowering faculty with knowledge and strategies to create autonomy-supportive and inclusive learning environments that cultivate student motivation for learning.

The ELRC has served as a facilitator through the changing goals and missions of IMPACT by fostering dialog and documentation that supports the implementation team in making their goals explicit and aligning their actions and program metrics with these goals.

An influx of resources for teaching and learning (including IMPACT) and rhetoric uplifting the teaching mission of the university from 2013 through 2021 markedly changed the context in which the program operated from resistant to extremely supportive.



A Story of Change: The Climate for Teaching & Learning at an R1 Institution

For over a decade, the ELRC has been collecting the stories of faculty and instructors who participate in IMPACT. This story collection and analysis has served as a documentation of the stark change in climate for teaching and learning at the institution. The statements from faculty surveys and focus groups below illustrate a profound change in value placed on the pursuit of teaching excellence at the institution over the duration of the program.

FALL 2011
INITIAL IMPLEMENTATION 2011-2012
Early cohorts felt that investing in teaching development was not a valuable use of time at Purdue University.

"I'm not sure assistant professors should do IMPACT... I do not believe that it will fundamentally help them in the promotion process with the way the institution is set up right now."

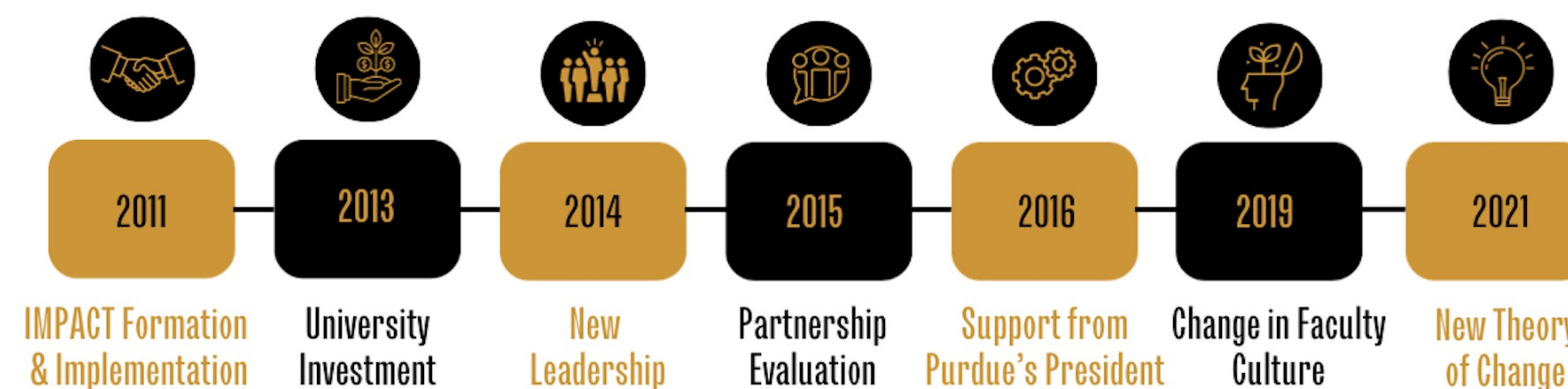
FALL 2014
INSTITUTIONAL INVESTMENT 2013-2018
As IMPACT continued to operate, some participants identified the potential for a highly visible university investment in teaching and learning to drive culture change at the university.

"Purdue's a research institution. You always get all kinds of rewards for doing research, rewards in visibility, publications, you have grants. The IMPACT program gives faculty a way to be recognized and meaningfully engaged about their teaching."

SUMMER 2022
SUSTAINED FACULTY MINDSET 2019-2023
Recent IMPACT participants recognize that Purdue University now has different expectations of faculty than other research universities.

"So, coming [to Purdue], it was really delightful to learn that they placed such a premium on doing your research. IMPACT was an opportunity for me to just get some training that that I've never really gotten before."

IMPACT Timeline



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