**FROM … TO EXPLORATION**

**TEAM 1**

**INNOVATION NEED 1:**

* System that encourages and rewardsmore cooperation between 2-year and 4-year institutions

**FROM (current convention):**

* Duplication, independent, non-transferability of credits,not always working in the best interests of students

**TO (what might be):**

* Universal seamless transfer system for all courses
* Avoidance of duplication
* More opportunities for students

**INFLUENCES:**

* Course work having to be repeated
* Reduce costs
* Increase degree completion

**INNOVATION NEED 2:**

* Institutions that effectively serve non-traditionals

**FROM (current convention):**

* Historic systems designed around traditional, highly-qualified students andtreat everyone the same

**TO (what might be):**

* Systems that recognize student differences and address identified barriers to success

**INFLUENCES:**

* Non-traditionals are the majority at most institutions

**INNOVATION NEED 3:**

* Targeted student support systems

**FROM (current convention):**

* Students generally must ask for help

**TO (what might be):**

* Data analytics identify student needs
* Proactive approaches to address those needs

**INFLUENCES:**

* Recognize that students have common challenges that are solvable

**INNOVATION NEED 4:**

* Faculty reward system that acknowledges their role in outcomes/performance funding accountability

**FROM (current convention):**

* Tenure based on research/teaching/service. Teaching hard to measure.

**TO (what might be):**

* Faculty evaluation system based on success of student learning
* Learning that rates success in employment, etc.

**INFLUENCES:**

* Learner-centered rather than teaching

**INNOVATION NEED 5:**

* System that encourages/promotes/incentivizes student completion

**FROM (current convention):**

* Promote and semi-reward students who access college

**TO (what might be):**

* Move to a system that rewards and promotes completion

**INFLUENCES:**

* Low completion rates and lack of responsiveness to expressed needs

**FROM … TO EXPLORATION**

**INNOVATION NEED 1:**

* Transferability of credit (reverse, transfer, partial credit in courses if part taken)

**FROM (current convention):**

* Require student to take entire course if had similar course but not all content covered. Allow to take portion of course.

**TO (what might be):**

* State system or state est. process for reverse

**INNOVATION NEED 2:**

* Funding for students

**FROM (current convention):**

* Merit based

**TO (what might be):**

* Shift from merit to need based funding to better benefit non-traditionals

**INNOVATION NEED 3:**

* Prior learning assessment (PLA) and standardized credit for various certificates
* “Testing out” options for traditional and non-traditional students
* Exam portfolio, etc.

**FROM (current convention):**

* If credit awarded for work-world certificates, amount varies

**TO (what might be):**

* Standardized and recognized credit for work credential

**INNOVATION NEED 4:**

* Support for workforce trg prg

**INNOVATION NEED 5:**

* Generalize the success of career pathways to benefit other students
* Title III grants

**FROM (current convention):**

* Only for those on welfare, etc. Not enough student success supports

**TO (what might be):**

* Identify what is working, costs and how generalize to benefit a broader population of students

**FROM … TO EXPLORATION**

**INNOVATION NEED 1:**

* Concierge approach to student need: offer what is needed for support,no more than what is needed or used

**FROM (current convention):**

* Everybody treated the same: services come out of offices in mass with no regard for individualizing based on need

**TO (what might be):**

* Trained student coaches/advisors
* Faculty to direct appropriate help

**INFLUENCE:**

* Traditional academic “needs” perspectives, especially at universities

**INNOVATION NEED 2:**

* Incorporate traditional seat time/on-line time with competency based evaluation to transcend traditional semesters

**FROM (current convention):**

* Traditional seat or on-line based solely on performance based on specific beginning and end of semesters

**TO (what might be):**

* Ability to keep students who are under performing with more time
* Release students who have knowledge base

**INFLUENCE:**

* Work with HLC and ADHE to create flexibility

**INNOVATION NEED 3:**

* Early intervention based on analytics of performance and attendance

**FROM (current convention):**

* Professor notified with specific analytic data complemented with course created performance data to contact students and intervene with at risk

**TO (what might be):**

* Mid-semester grades – same/varied but uneven evaluation

**INFLUENCE:**

* Ability to have systems that allow for

**INNOVATION NEED 4:**

* Follow grads with analytics across the board and reward institutions for amount of time spent in Arkansas or the economic region of multiple states for first 5 years after graduation

**INNOVATION NEED 5:**

* Create interdisciplinary degrees based on specific needs of industry

**FROM … TO EXPLORATION**

**INNOVATION NEED 1:**

* Break the cultural shackles

**FROM (current convention):**

* Employer disregard for value of education
* Welfare-entitlement mindset

**TO (what might be):**

* Employers recognize value in order to move Arkansas economic development forward
* College-going culture

**INFLUENCE:**

* Impoverished state lagging behind in all areas

**INNOVATION NEED 2:**

* Blend technical skills with workplace essentials

**INNOVATION NEED 3:**

* Encourage behavioral shifts in higher education (to build confidence in our business/outcomes/business)

**INNOVATION NEED 4:**

* To prohibit mission creep
* The “Do Right” rule

**FROM … TO EXPLORATION**

**INNOVATION NEED 1:**

* Funding targeted to success with underserved population

**FROM (current convention):**

* No consideration for underserved

**TO (what might be):**

* Success – year to year by various demographics (AA, single parent )

**INFLUENCE:**

* Evidence of low funding for underrepresented

**INNOVATION NEED 2:**

* Formula that recognizes different missions of institutions – not one size fits all

**FROM (current convention):**

* 2 year and 4 year models

**TO (what might be):**

* Model based on mission

**INFLUENCE:**

* Stretch goals
* Recognition that NWACC and PCCUA are fundamentally different yet funded the same

**INNOVATION NEED 3:**

* Funding tied to measures of success that are not AA/BA
* Micro-credentialing

**FROM (current convention):**

* Money tied to degree completion

**TO (what might be):**

* Micro-credentials
* Job placement
* Progress
* CP/TCs
* Badges
* Not IPEDs based

**INFLUENCE:**

* CP is considered a failure even though welders make $35 hourly

**INNOVATION NEED 4:**

* Less regulatory pressure

**FROM (current convention):**

* Reports that are not used
* Reviews that have no report
* Resources - away from student success

**TO (what might be):**

* Reviews of outputs not inputs

**INFLUENCE:**

* Unresponsive to industry needs
* Too slow to respond

**INNOVATION NEED 5:**

* Flexibility for experimentation/public-private partnerships

**FROM (current convention):**

* Toughly regulated and outdated

**TO (what might be):**

* Nimble
* Responsive
* No penalty for fast failure
* Money for innovation – seed grants