

Five Conditions of Collective Success

Condition	Common Agenda <i>(broad-based institutional process; student learning outcomes)</i>	Shared Measurement Systems <i>(goals and assessment)</i>	Mutually Reinforcing Activities <i>(institutional constituencies in planning and implementation)</i>	Continuous Communication <i>(institutional constituencies in planning and implementation)</i>	Backbone Support Organizations <i>(institutional capability)</i>
Definition	Shared vision for change, including common understanding of problem and joint approach to solutions through agreed-upon actions.	Short list of common measurements of success and ways data will be analyzed and reported.	Coordinated, differentiated activities as part of an overarching strategic plan.	Regular meetings, following a structured agenda, to review formative and summative data and make incremental changes to increase success.	Coordinating infrastructure with dedicated staff members, who can plan, manage, and sustain initiative through ongoing assistance with technology and communications, data collection and reporting, and logistical and administrative details.
Purpose	Prevents individual efforts from undermining others' work or the work of the whole.	Enables participants to hold each other accountable and learn from others' successes and failures.	Increases the efficiency and effectiveness of interdependent individual actions in the solution of complex, dynamic problems.	Facilitates trust, data-based decision-making, and continuous improvement over the long-term.	Acts as a node in a network of participating stakeholders, increases knowledge-sharing and connections across reporting lines, maintains focus and sense of urgency, and frames issues as opportunities.

Global Learning for Global Citizenship: University-Wide Curriculum Change at Florida International University

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FIU Strategies And Actions	<ul style="list-style-type: none"> • Participatory dialogue • Democratic deliberation • Town-hall meetings • Focus Groups • Surveys • One-on-one interviews • Dept, college, admin, community meetings • Taskforce meetings 	<ul style="list-style-type: none"> • Assessment Consultants • Creation of Office for Academic Planning & Accountability • Learning communities • Taskforce • Regular meetings with faculty members • Faculty/staff development workshops 	<ul style="list-style-type: none"> • Faculty development with student affairs • Co-curricular activities in conjunction with curriculum • Research activities • Fellowships • Annual Conference • Student group-led activities • “Order free” activities 	<ul style="list-style-type: none"> • Office of Global Learning Initiatives networking capacity • Evolution of committees • Office of Academic Planning & Accountability • External Relations • Social Networks 	<ul style="list-style-type: none"> • Office of Global Learning Initiatives • External Relations



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Your Institution's Strategies And Actions					