



Reaffirmation Steering Committee

Meeting Minutes

August 28, 2024, 10am-11am

Fondren Commons, Science and Technology Building

Divya Bhati opened the meeting by launching a powerpoint presentation (attached). The remarks included directions to the groups to consider the work that has been done writing the compliance certification report and begin to reflect on successes and also key challenges.

Dr. Bhati provided an update on the Quality Enhancement Plan. The surveys currently being administered to faculty, staff, and students regarding transferrable skills are still active. The faculty survey has 167 responses to date; staff survey has 150 responses to date; student survey has 96 responses to date. The subcommittee is still working on the employer survey.

Dr. Bhati then led a Duck, Grey Goose, Black Swan activity.

- Ducks represent the bright spots worth celebrating and continuing
- Grey Goose represents the issues that we recognize as requiring out attention. If not addressed, these could escalate and potentially compromise our accreditation.
- Black Swans represent our blind spots – the less obvious challenges that could have major effects. These are a bit hard to identify because these are our “unknown unknowns.”

The attendees then proceeded to give accounts by group of what their ducks, grey geese, and black swans might be.

Dr. Bhati then led a brainstorm conversation to garner ideas for an event later this fall to engage the entire UHD community in the reaffirmation work. The group had a consensus was that the event needs to emphasize “why” we go through the process of accreditation and articulate well the impacts on our entire university community.



IN THIS MEETING, WE WILL ...

- Establish a shared understanding of our current position with the SACSCOC Compliance Certification Report (CCR) and QEP (Quality Enhancement Plan) and future direction
- Celebrate successes and identify key challenges
- Shape the agenda and content of the September 13 event

Transition to Next Slide: 10:03



Update on Working Groups and the CCR

- Working groups are diligently preparing their narratives for internal review
- An external reviewer will begin Round 1 of narrative reviews in September
- The external review will be a staggered process for which we created a tracking system.

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Update on QEP

- Surveys to identify transferrable skills are active!
 - Faculty survey: 167
 - Staff survey: 150
 - Student survey: 96
 - Employer survey (working on it)

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Duck, Grey Goose, Black Swan Exercise

Why this exercise:

- Analogies are helpful tools to relate to
- They make topics more tangible and memorable
- They encourage new ways of thinking



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Duck, Grey Goose, Black Swan Analogy

- **Ducks:** Represent the bright spots worth celebrating and continuing.
- **Grey Goose:** Issues that we recognize as requiring our attention. If not addressed, these could escalate and potentially compromise our accreditation.
- **Black Swans:** Our blind spots – the less obvious challenges that could have major effects. These are a bit hard to identify because these are our "unknown unknowns"

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Discussion (20 min)

- **Ducks:** Represent the bright spots worth celebrating and continuing.
- **Grey Goose:** Issues that we recognize as requiring our attention. If not addressed, these could escalate and potentially compromise our accreditation.
- **Black Swans:** Our blind spots – the less obvious challenges that could have major effects. These are a bit hard to identify because these are our "unknown unknowns"

What is the ask?

- **Please volunteer to share one example for any of these categories. This will be a popcorn-style discussion and collection of ideas.**



Connecting Insights to the Kick-Off Event

(20 min)

- How might we use insights from today's Ducks activity to shape the agenda for September 13 kick-off event?
- What key messages should we convey?
- What preparations are needed from each working group for this event?