

<b>Action Project Worksheet</b> Evangel University, Missouri	Challenging	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Easy
	Complex	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Simple
	High Payoff	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Low Payoff

**Action project idea #1:** Develop a human resource needs assessment plan to proactively meet student needs.

**AQIP Criterion to which this primarily relates:** Helping Students Learn.

**Briefly describe what you would like this project to accomplish.**

Successful completion of this project will result in processes and procedures to ensure that faculty and staff will have and maintain manageable workloads designed to meet the diverse needs and expectations of our current and future students as changes are made to programs and services.

**Where did the idea or stimulus for this Action Project originate?**

The issue of workload equity in relation to changing student needs emerged as a provocative proposition from Conversation Day, and evolved as the top priority of faculty and staff through wide participation in the multi-voting, rank-ordering, and structured discussion of those propositions. There has been significant growth in student population and non-traditional student programs over the past five years. Increased technology, progressive change, and new systems and programs have resulted in a shifting of workloads. Faculty and staff workload changes have been reactive rather than proactive. There has not been a comprehensive assessment of the impact of these changes on the capability of the staff and faculty to sustain the quality of the academic programs and student support services over the long term.

**Which specific needs of your students or other external stakeholders would be better met if you accomplished this Project? How?**

A process to systematically monitor equity in workloads will result in improved quality of instruction, better academic advising, and increase the level and accessibility of support services provided to all students, including those participating in non-traditional programs now being offered.

**How would doing this Project allow you to better meet your employees' needs? Which, specifically?**

It is anticipated that such a plan will improve morale and result in increased pride and satisfaction in work.

**How would accomplishing this Project change or affect your institution's culture?**

Accomplishing this project will provide the processes to achieve our desired outcomes through more effective use of our human resources. We have this commitment already existing in our culture, so the project will enhance our ability to fulfill the commitment.

**What leadership and employee enthusiasm and support is there for doing this Project now?**

Strong support for this Project was revealed when four Provocative Propositions related to it emerged on Conversation Day and subsequently emerged as the #1 issue for staff and faculty.