



Brenau University

Quality Enhancement Plan (QEP) Executive Summary

“Brenau University Global: Teaching the World, Learning from the World”

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1. **QEP Topic Identification Process & Broad-based Support:**

QEP Committee (7 faculty, 3 staff) surveyed faculty in Fall 18: “Over the next five years, if Brenau invested in an idea or initiative to positively impact student learning outcomes and/or student success, what would you suggest?” An 88% response rate generated 212 ideas; six themes emerged:

- i. Cultural Awareness
- ii. Advising
- iii. Work/Life Experience
- iv. Communication Skills
- v. Scholarship of Teaching and Learning
- vi. Liberal Arts for Career/Civic Preparedness

○ **Faculty Vote** (Spring 19): Faculty completed ranked-choice voting, and three themes emerged:

- i. Cultural Awareness
- ii. Communication Skills
- iii. Scholarship of Teaching & Learning

○ **Student & Faculty Focus Groups, Updates, Presentations, Faculty Workshops** (Spring 19-22): Consulted with several iterations of faculty, staff, and student groups, who were provided QEP purpose, process, theme, and direction overview, and then asked questions, made suggestions and affirmed QEP. Presentations and updates were made to faculty, administration, staff, trustees. Multiple workshops provided faculty with opportunities to further shape the direction of the QEP and begin learning skills, information related to cultural competence.

○ **Strategic Alignment** (Fall 19): QEP leadership refined theme to align with Strategic Plan using the American Association of Colleges & Universities (AAC&U) definition of “Cultural Competence” from the Intercultural Knowledge & Competence (IKC) Rubric: “Cultural Competence is a set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts.”

○ **Presidential Approval** (Fall 19): Theme selection was presented to President Skleder, who provided suggestions, resources, and affirmed alignment with the current Strategic Plan and her vision for the future.

2. **QEP Focuses on Improving Student Learning Outcomes / Success:**

○ **Vision:** Students will develop cultural competence, preparing them for a lifetime of successful collaboration with those from other cultures in our increasingly global society.

○ **Student Learning Outcomes:**

Cognitive/Knowledge:

- The student articulates insights into their own cultural rules and biases.
- The student compares elements of value between their own and other cultures.

Behavioral/Skills:

- The student interprets intercultural experiences from more than one worldview.
- The student recognizes differences in the verbal and nonverbal communication between themselves and culturally different others.

Affective/Attitudes:

- The student demonstrates curiosity about other cultures by seeking out unbiased answers to questions about those cultures.
- The student intentionally engages in intercultural activities.

3. **Methodology & Plan to Assess Achievement:** A Center for Teaching & Learning will provide professional development, resources equipping faculty with tools and skills supporting student achievement of QEP learning outcomes. The Brenau Global Cohort program will include training in cultural competence, high-impact teaching practices, course design, and assessment. Co-curricular experiences will provide low-stakes, engaging opportunities to enhance and apply cultural competence outside class. A strong student evaluation of instruction instrument, other nationally-normed and internal assessments will track success and drive further improvement.

4. **Commitment of Resources:** Budget Approval (\$100,000+ / year for 5 years) approved by the Executive Vice President / CFO and the Provost / SACSCOC Liaison.