Olin College: R&P Revision Through User-Oriented Design

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Olin context:
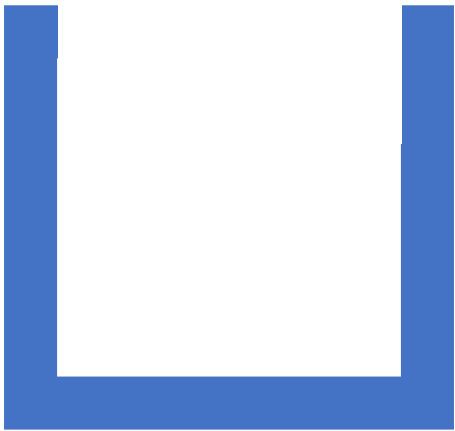
New
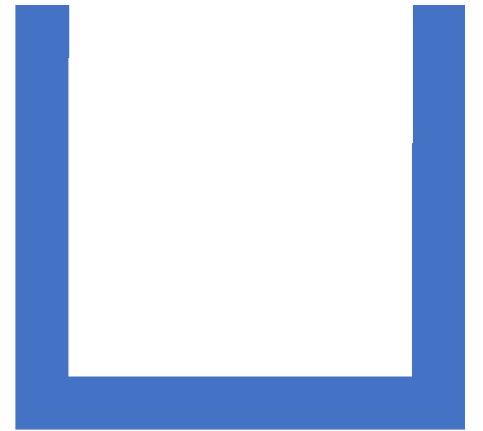 Small (Tiny)
    Innovative

2008: Crisis

Teaching

Research

Service

2012: Change process

Many stakeholders

Many perspectives, values, and definitions of success

…User-oriented design approach

Compare Values/Features with Axes

Individualized Expectations ————————— Common Expectations

Reward Innovation ————————— Reward Excellence

Prospective ————————— Retrospective

Public/Transparent ————————— Private

Use Axes on Personas and Proposals

Individualized Expectations ◆———————————— Common Expectations

Reward Innovation ———————————◆———————————— Reward Excellence

Prospective ————————◆———————————— Retrospective

Public/Transparent ————————————————————◆— Private

…so what did we create?

Buckets to Venn
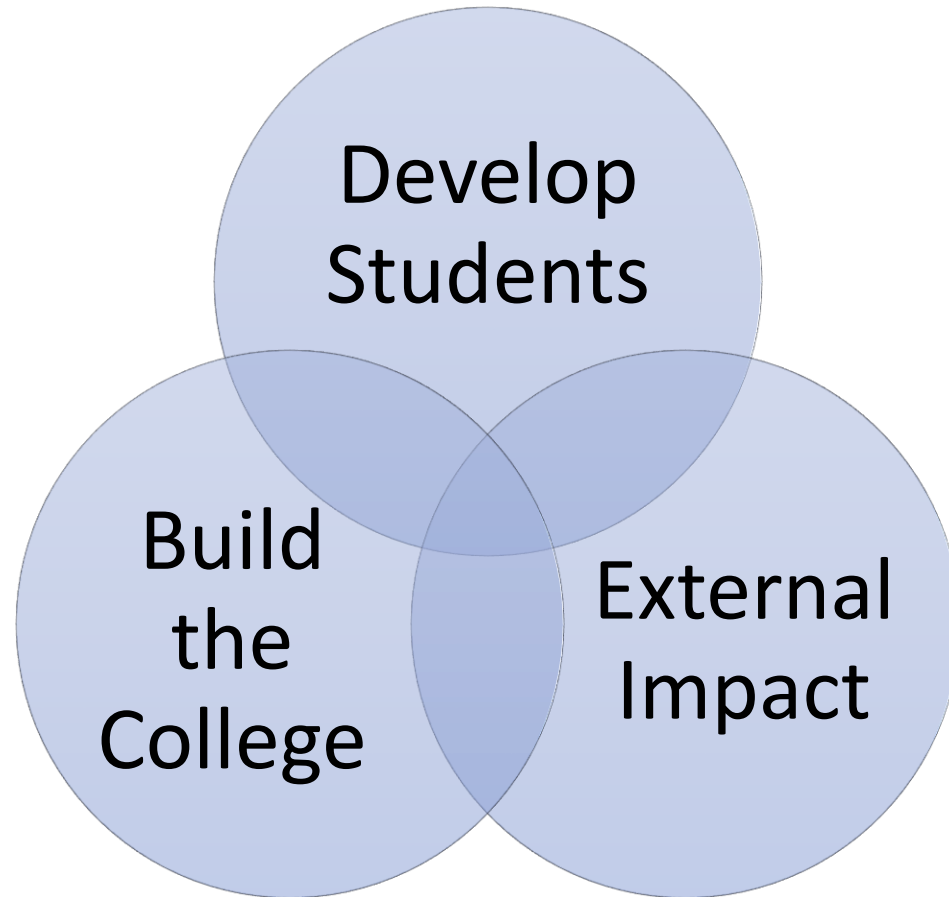
Continuum of Development to Assessment

Developing Olin Students

Building and Sustaining the College

Impact outside Olin

Important for me

Important for Olin
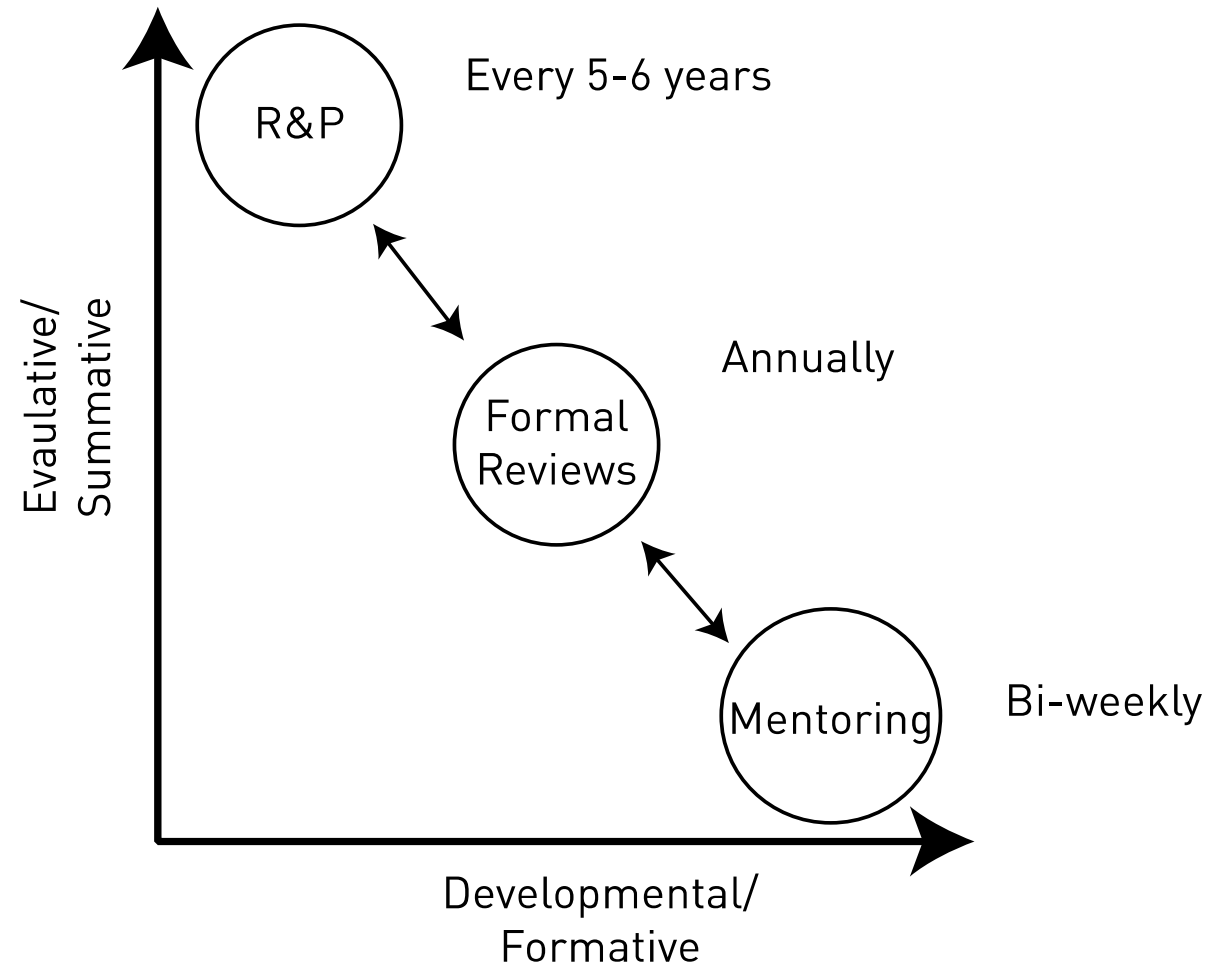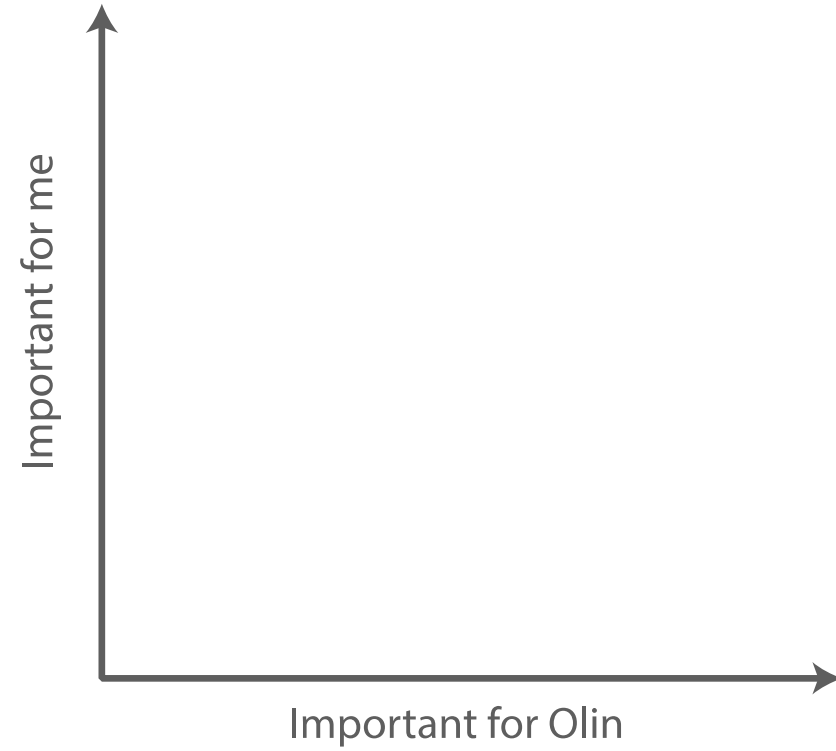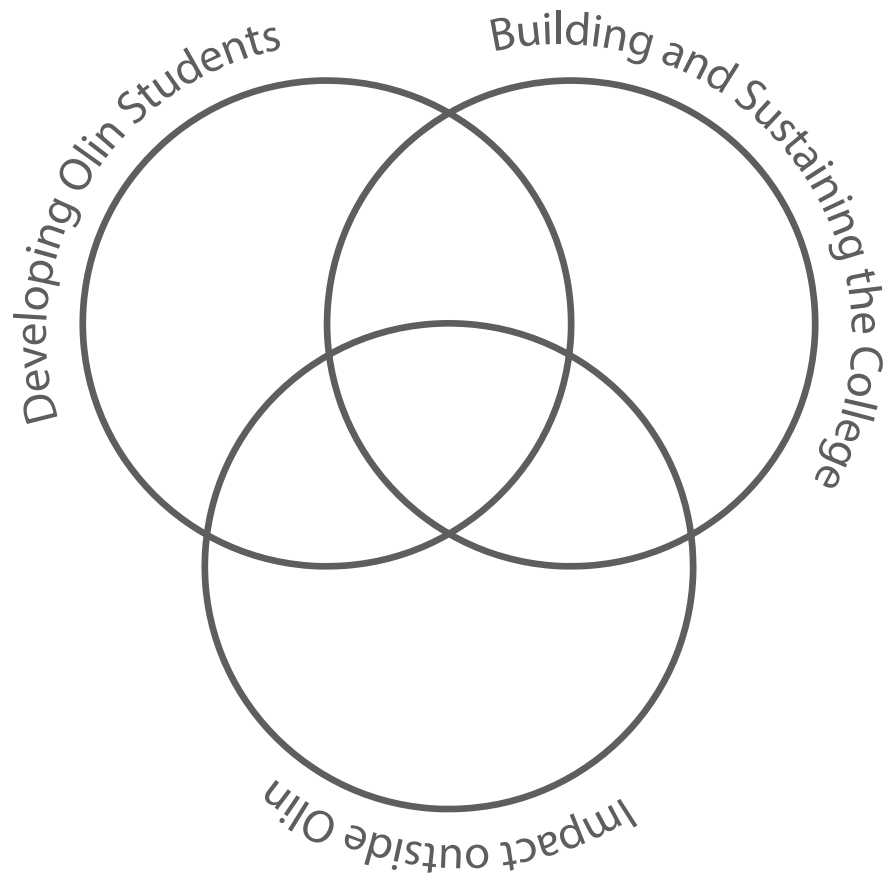
Key: List of Activities/Accomplishments

1
2
3
4
5
6
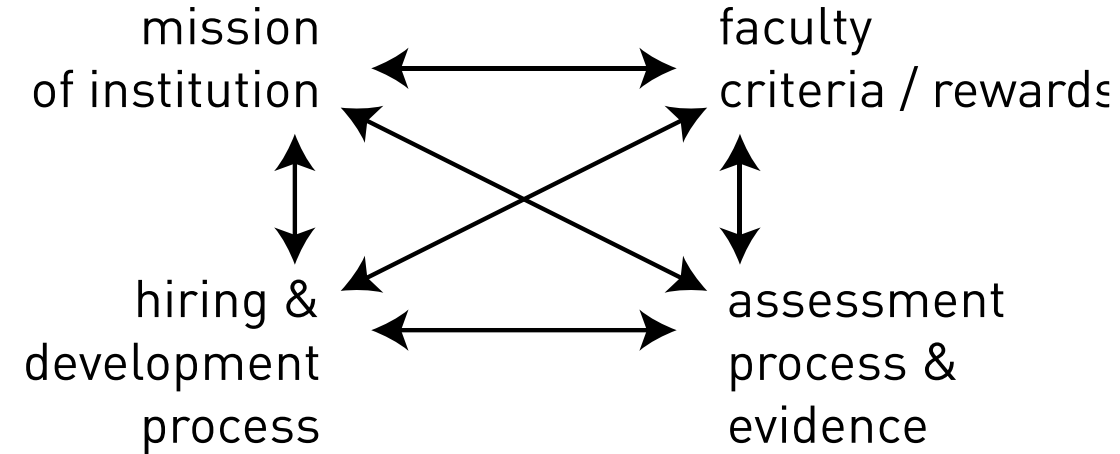
Prototype and continually improve

A work in progress

Mentoring… is hard

Annual reviews = greatly improved, solid conversations

R&P = more flexible, less confusion, will revisit

Take home messages

mission
of institution

faculty
criteria / rewards

hiring &
development
process

assessment
process &
evidence

Alignment, alignment, alignment!

Change as a design process

- Make it real – proposals, personas, tradeoffs
- Iterate, experiment, prototype
- Whole community as stakeholders

Thank you