2023 NCCI Annual Conference
Baltimore, July 12–14

Leading Institutional Curriculum Change: SPSS To JASP

Sara Drake, PhD
Academic Director

Curtis Brant, PhD
ALO & Dean

Sara Drake, PhD

Academic Director

Academic Initiatives

Curtis Brant, PhD

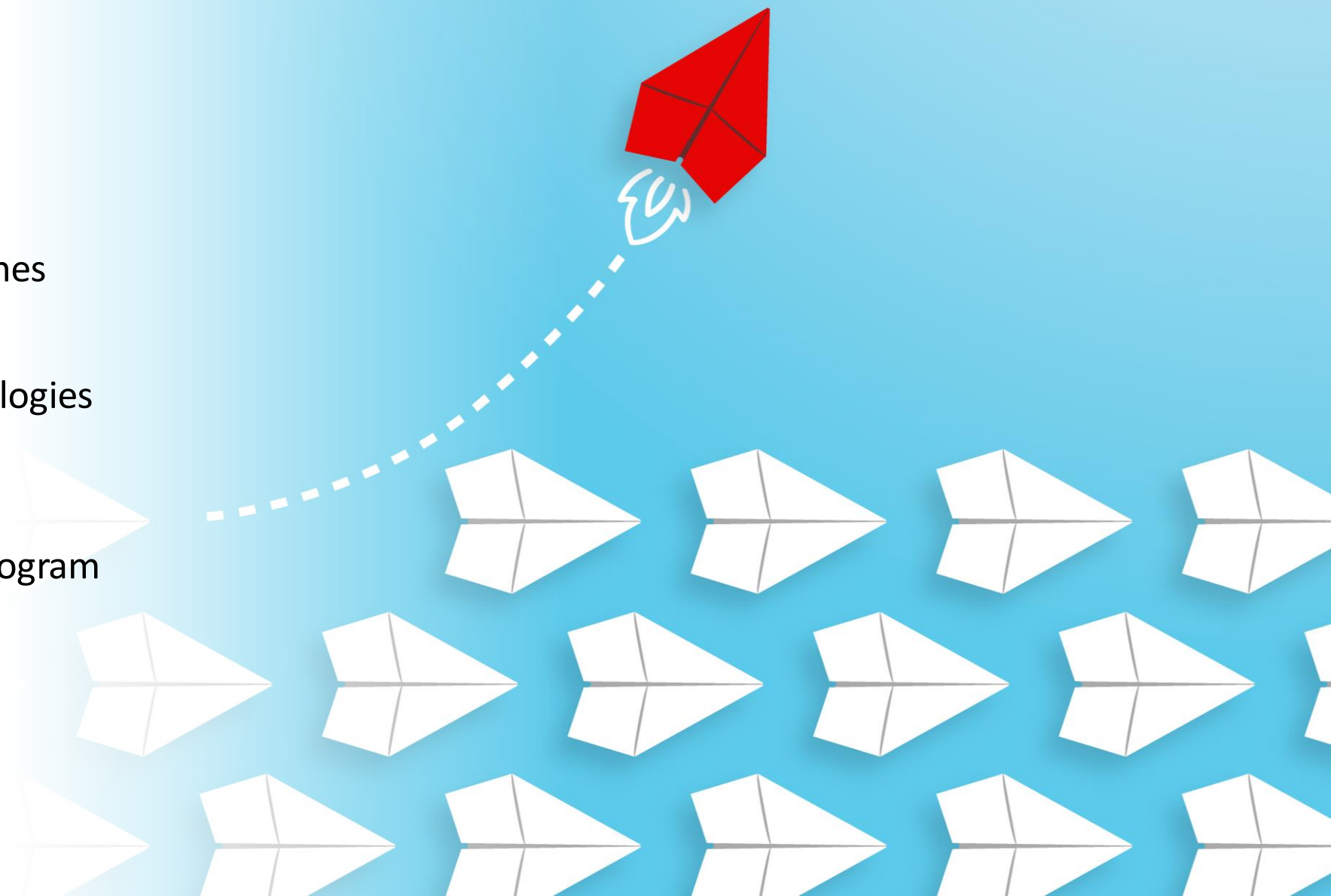
ALO, Dean

Research and Scholarship

CAPELLA UNIVERSITY

Learning Objectives

- Understanding change management approaches
- Evaluating new technologies for curriculum
- Implementing cross program curriculum changes



Agenda

- About Capella
- Problem to Solve
- Approach
- What is JASP?
- Model of Change
  - ADKAR Model
- Process & Examples
- Outcomes
- Learnings

About Capella University

Learner Profile

(Updated annually - as of December 31, 2022)

Capella learners live in 50 states and 51 other countries or territories.

Gender

- 83% women
- 16% men
- 1% other, unknown

Average Age

- 37

Race/Ethnicity[6]

- 3% Asian
- 28% Black or African American
- 12% Hispanic or Latino
- 47% White
- 4% Two or more races
- 6% Race and Ethnicity, Other

Enrollment Status[5]

- 30% full-time
- 70% part-time

Receiving Financial Aid

- Approximately two-thirds

Academic Offerings

Degree programs: 47

Fourteen of these degree programs are also delivered via FlexPath, our direct assessment option.

Graduate and undergraduate specializations: 89

Certificate programs: 11

Courses: 1,670+

Faculty Profile

82% of faculty have doctorates

Of the faculty who reported their gender, 67% are women and 33% are men

Capella faculty live in 50 states, Washington D.C., and U.S. territories

SM

www.capella.edu

Problem to Solve

Migrate to a new statistical software package

SPSS used in 26 online courses

Used by doctoral learners completing research

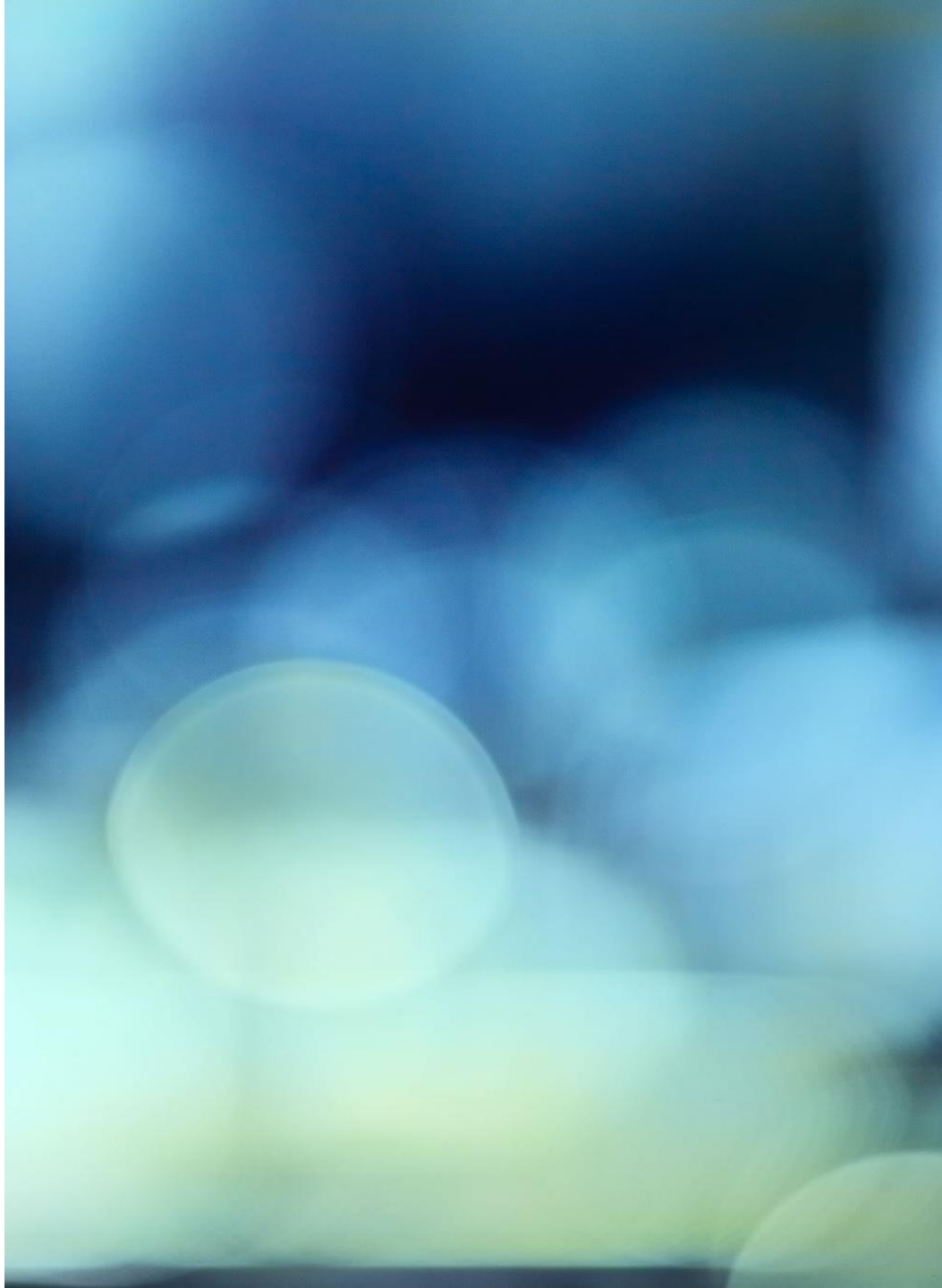
Used by faculty for research

Dedicated set of resources on Campus

Why the Need to Change?

Download and Install

Frequent updates



Desired Solution

- Transition all statistics courses and associated resources to the new software
- Do no harm

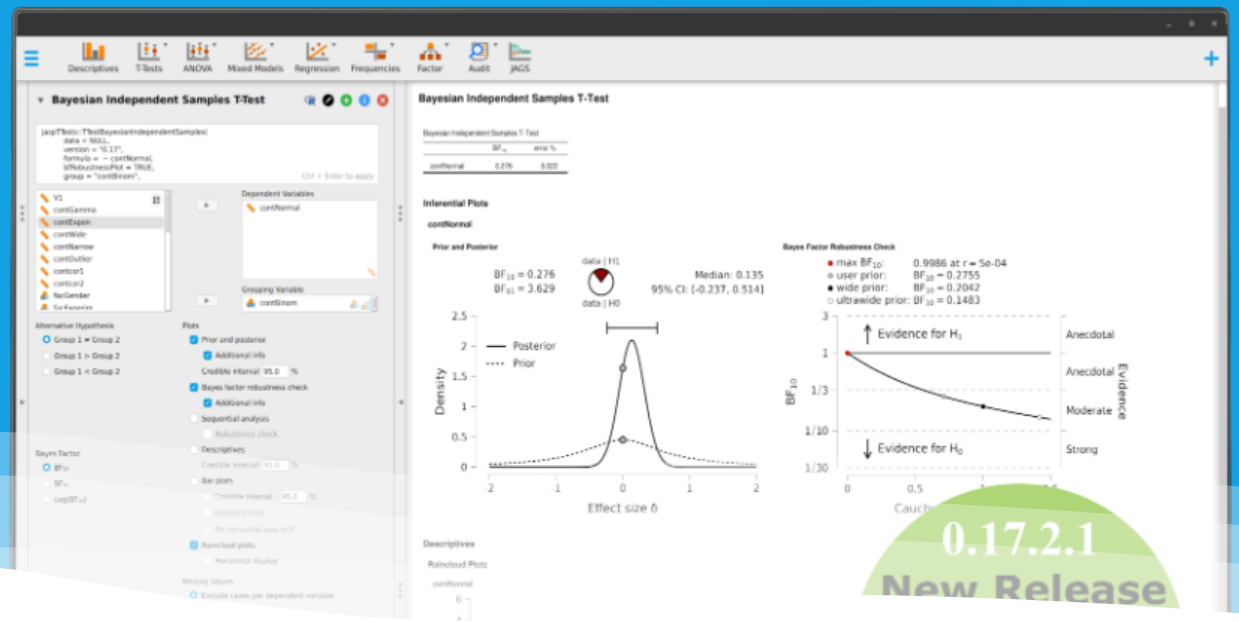
…in less than 9 months

JASP

DOWNLOAD | FEATURES | SUPPORT | TEACHING | DONATE | BLOG

A Fresh Way to Do Statistics

Download JASP



What is JASP?

Why JASP?

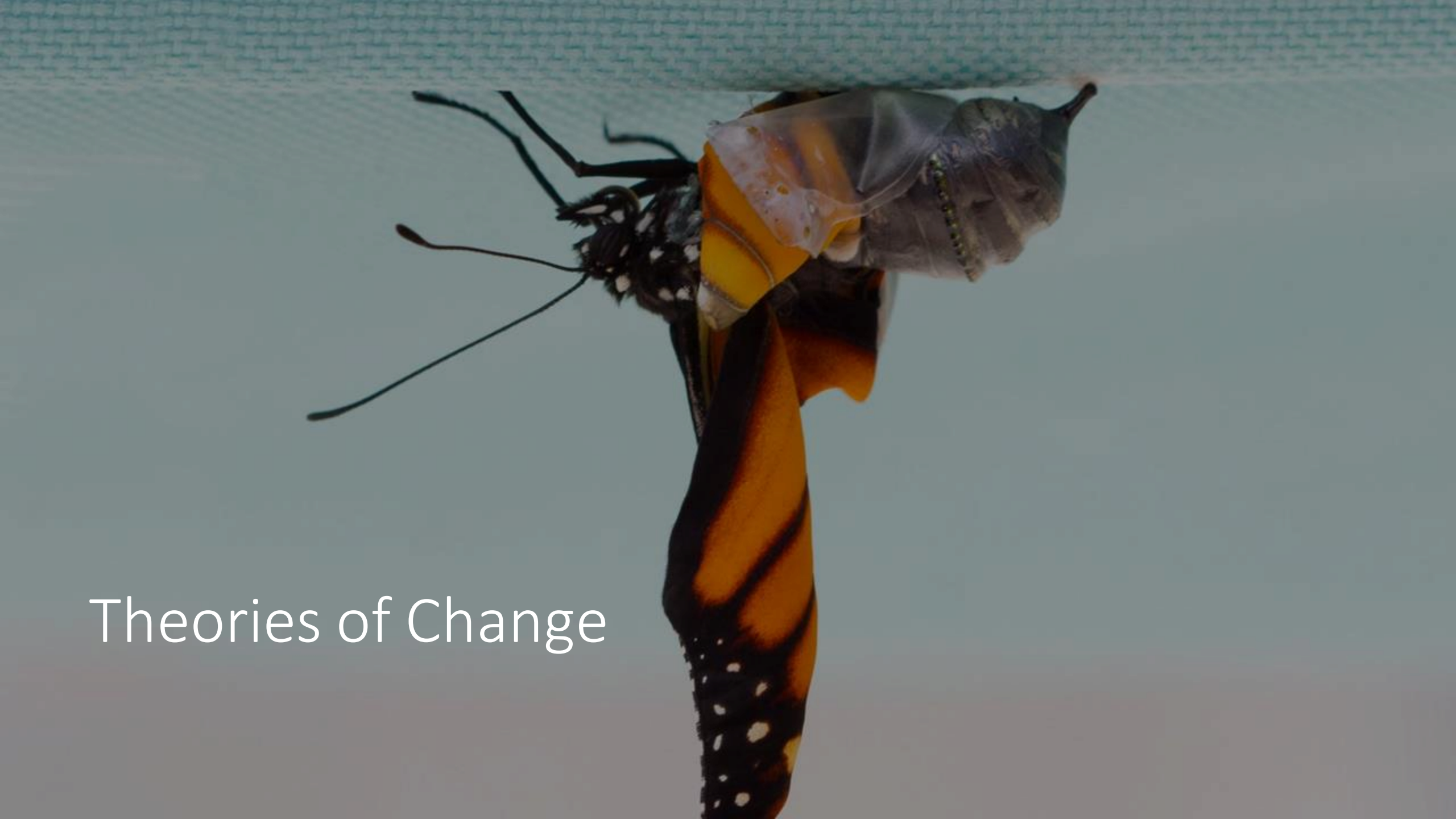
- Open-source software
  - Free to users
  - Easy to access and download
- Notifies users when updates available
- Provides plentiful free training resources

Scope of Change

- Course revisions
- Robust training for faculty
  - Messaging campaign
  - Faculty led webinars
  - Town halls
  - CFE office hours
  - Online resources
- Resources for learners
  - Quantitative Skills Center support page
  - Webinars
  - Supplemental Instructor tutor support

How to Begin?

Find a good partner and cross-functional leadership team!



Theories of Change

Models of Change – Prochaska

- Precontemplation
- Contemplation
- Determination
- Action
- Maintenance

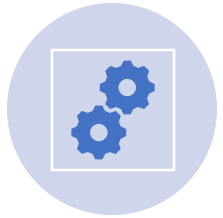
Model of Change - Organization

IDENTIFY

DEFINE

DESIGN

DEVELOP



IMPLEMENT

Model of Change - People

Awareness

Desire

Knowledge

Ability

Reinforcement

Modified Approach to Change

- Informally assess and build desire
  - “Proof of concept”
  - “Pilot test”

- Raising awareness
- Assess, Design, and Build desire, resources
- Take actions
- Evaluate and Modify - Risk Management

Early Faculty Involvement

Explore software

- Download,
- Install,
- Run tests,
- Explore online resources

Mitigate Risks

Timeline

Q3

- Course development for pilot course

Q4

- JASP pilot course launch
- Course development for remaining courses
- Faculty training

Q1

- JASP roll out
- Ongoing faculty support

Q2

- Last day of current SPSS licenses

Change Management for all Programs

Develop Faculty

Build Resources

Leverage Current Ecosystem

Faculty Development

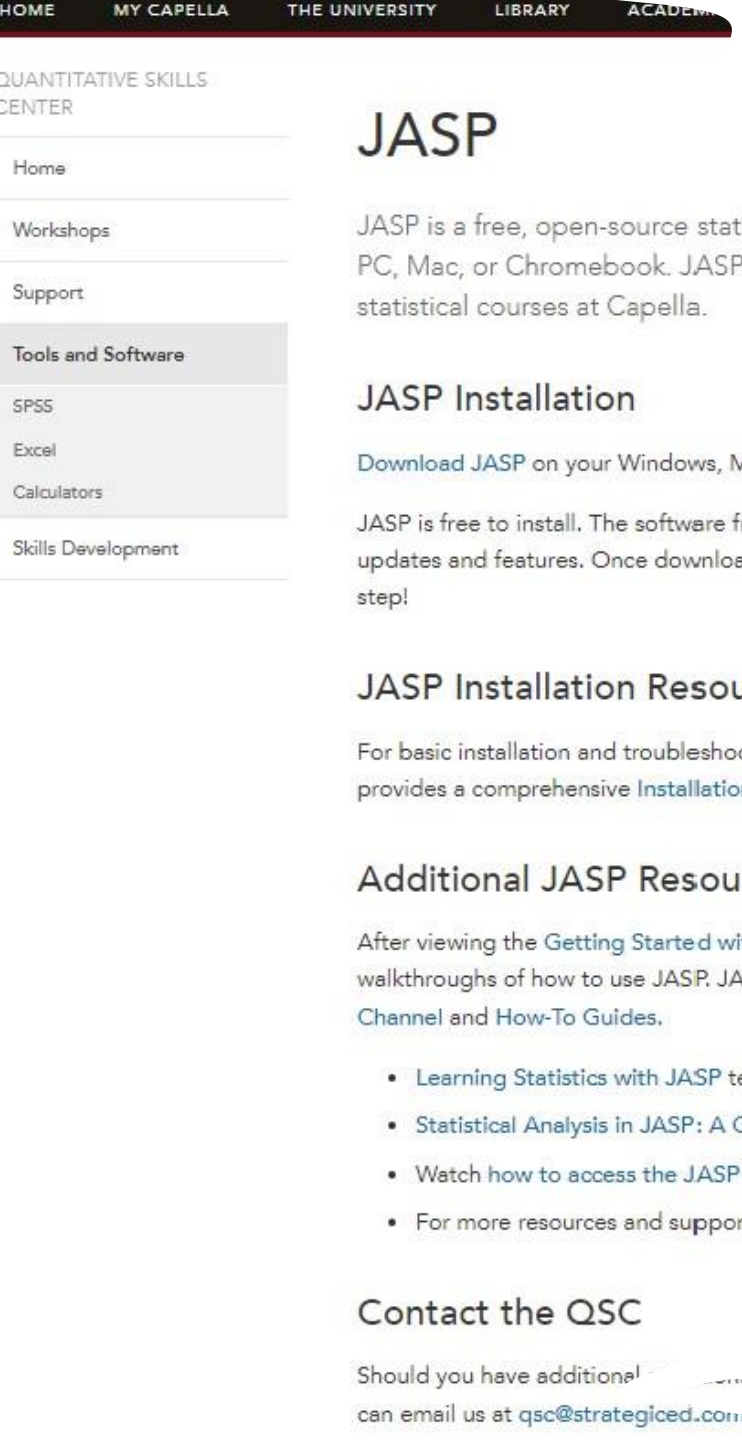
Faculty authored resources

Asynchronous tutorials

Live webinars

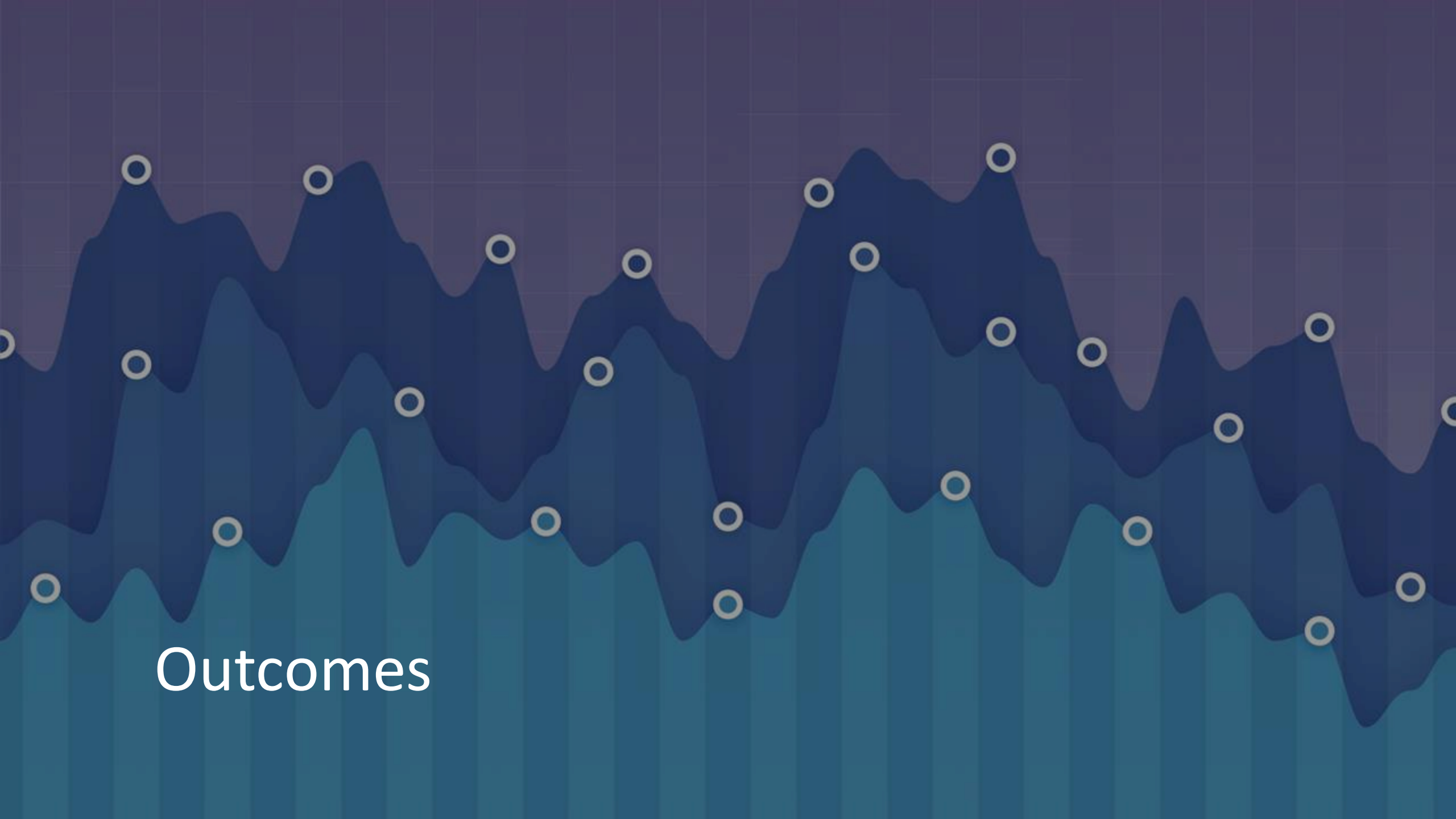
Ecosystem

- Courseroom content
- Co-curricular Support
  - Quantitative Skills Center
- Advisors



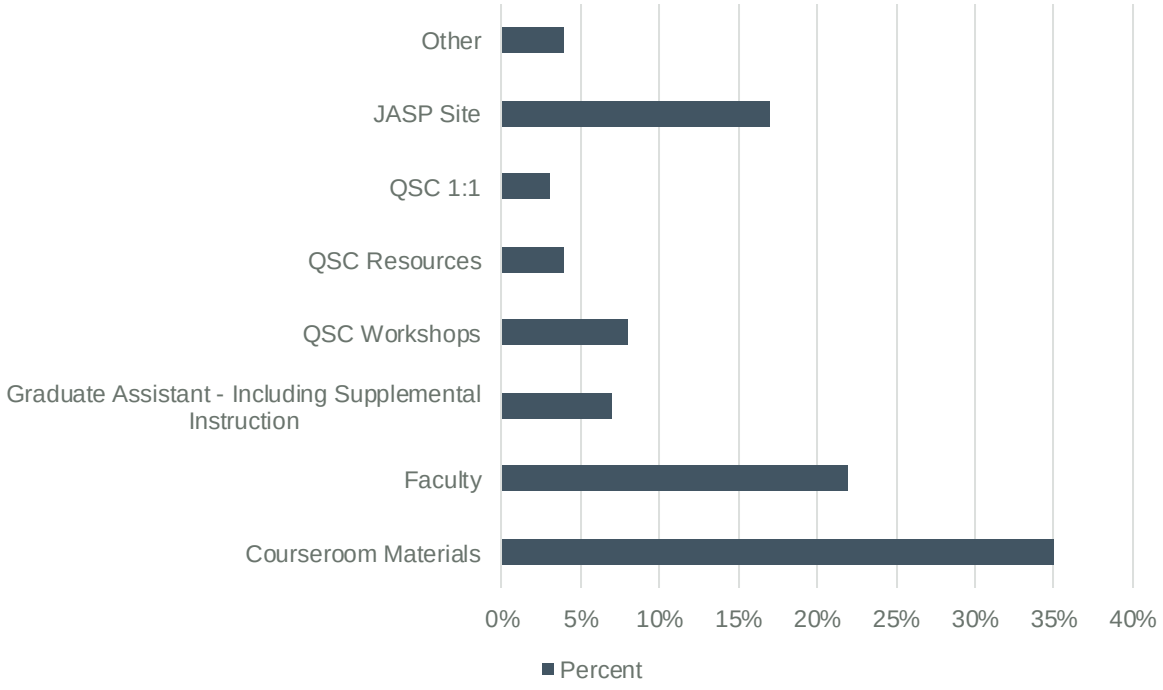
Campus Resources

- Available to Learners and Faculty
- Source of truth for assistance

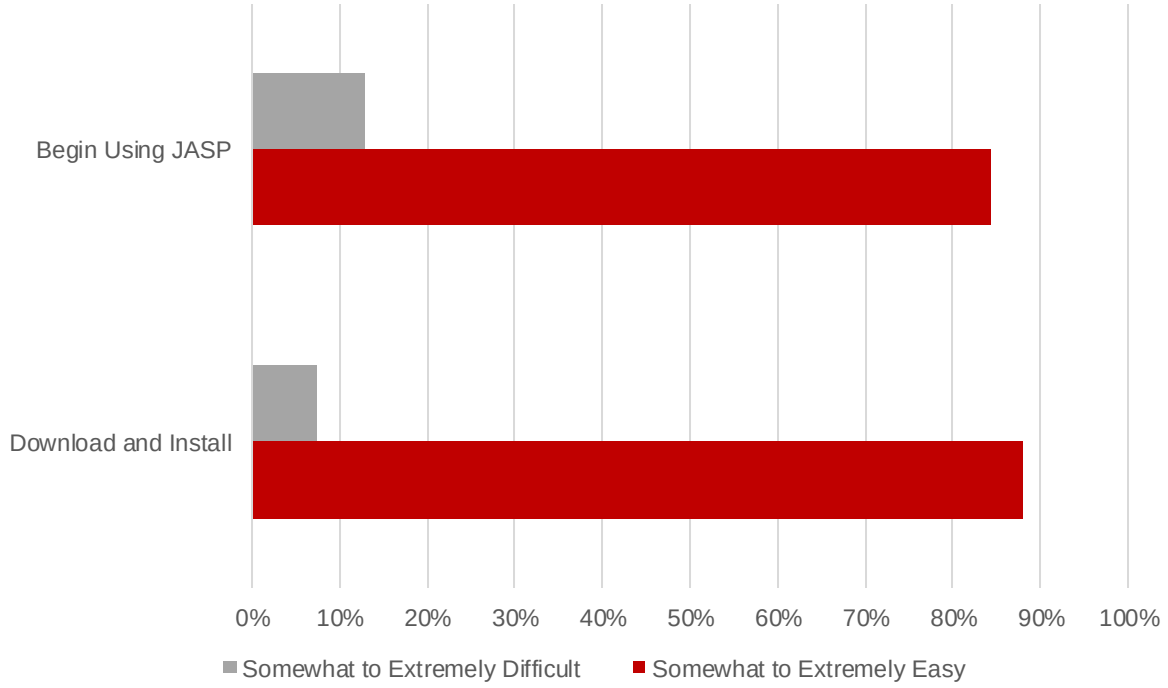

Outcomes

Outcomes

What resources did you use to support your use of JASP?



How easy was it to…



Outcomes

Learner Experience

Outcomes

Learner Success

Key Learnings

- Engage key faculty and leaders early to assess options and build excitement
- Build a flexible team
- Identify and control risks
- Be responsive to feedback and concerns
- Evaluate and update the plan

What did we learn?

Thank you!

Questions?

Get in touch

Sara.Drake@Capella.edu

Curtis.Brant@Capella.edu