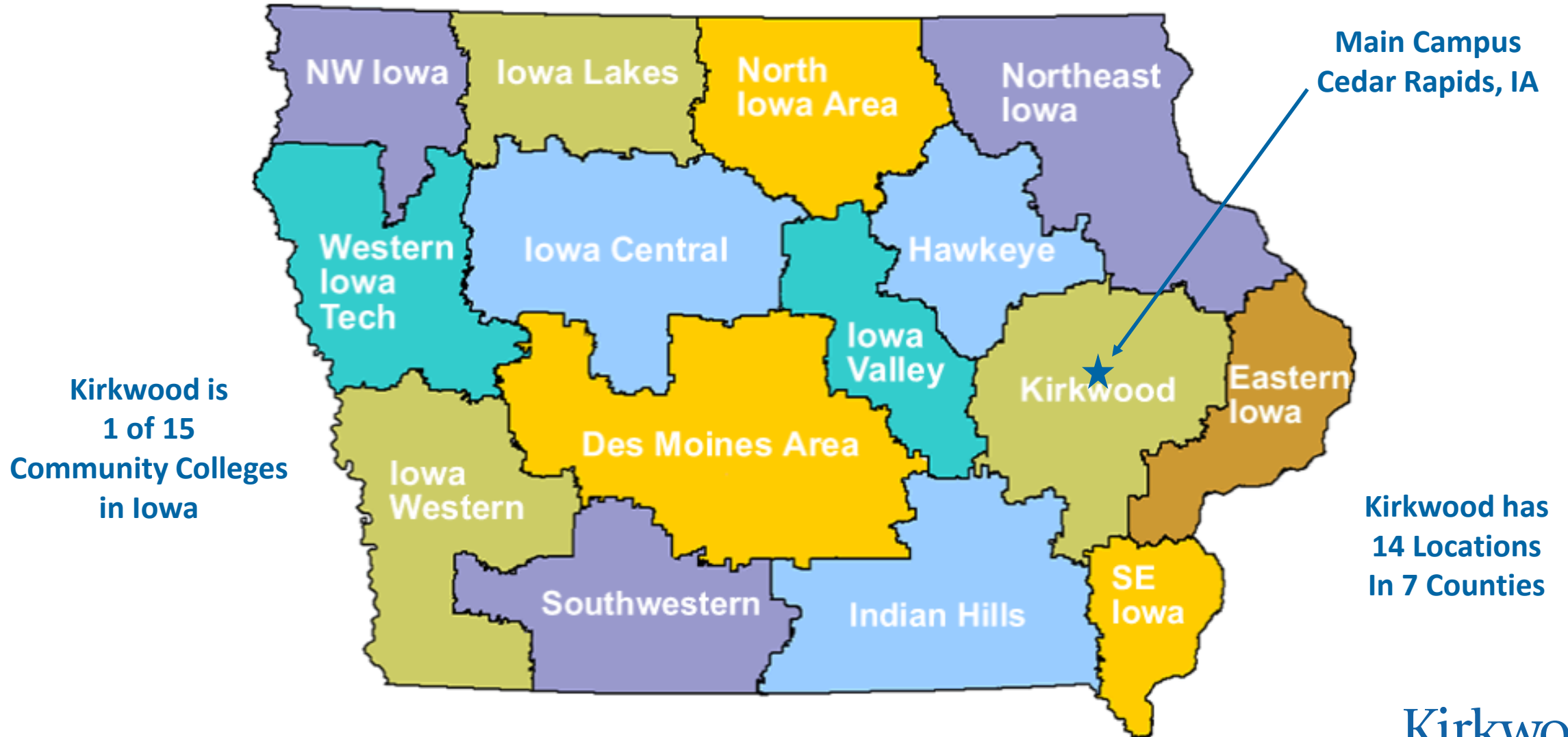


KIRKWOOD COMMUNITY COLLEGE

INCITING INNOVATION
IN TURBULENT TIMES



KIRKWOOD LOCATION



**Kirkwood is
1 of 15
Community Colleges
in Iowa**

**Kirkwood has
14 Locations
In 7 Counties**

KIRKWOOD MAIN CAMPUS – CEDAR RAPIDS, IA



Our Mission: Kirkwood Community College identifies community needs; provides accessible, quality education and training; and promotes opportunities for lifelong learning.

Our Vision: To be the community college leader in regional, national, and global education.

Our Core Values:

- Respect
- Excellence
- Responsibility
- Diversity

KIRKWOOD AT A GLANCE (FY20)

18K

students enrolled annually

\$3M

in scholarships available

21

average class size

130+

degrees and programs

DEGREE-SEEKING STUDENTS

CREDIT STUDENTS

18,370

259,663 CREDITS AWARDED
32% CTE STUDENTS
65% AA/TRANSFER STUDENTS

STUDENTS BY OCCUPATIONAL CLUSTER

- 42%** Health Science
- 12%** Business, Management and Administration
- 7%** Agriculture, Food and Natural Resources
- 6%** Information Technology
- 5%** Architecture and Construction
- 4%** Manufacturing
- 4%** Law, Public Safety, Security
- 3%** Human Services
- 3%** Finance
- 3%** Hospitality and Tourism

K-12 CAREER PATHWAY

DUAL ENROLLMENT

\$7,813,696 IN TUITION SAVINGS

5,481 HIGH SCHOOL STUDENTS
29.8% OF TOTAL COLLEGE ENROLLMENT
5% GROWTH RATE OVER THE PREVIOUS FIVE YEARS

WORKPLACE LEARNING CONNECTION

20,419 STUDENTS SERVED IN 96 SCHOOLS

111 INTERNSHIPS
1,520 JOB SHADOWS
18,788 MOCK INTERVIEWS, CAREER FAIRS, FINANCIAL LITERACY, SPEAKER DAYS, WORKSITE TOURS

301
EDUCATORS

2,100
BUSINESS HOSTS

WORKFORCE DEVELOPMENT PROGRAMS

40,430 NON-DEGREE SEEKING STUDENT ENROLLMENT
| FY19: 54,060 NON-DEGREE SEEKING PRE-PANDEMIC ENROLLMENT |

9,983 NUMBER OF INDUSTRY CREDENTIALS AWARDED

GAP

102 COMPLETED TRAINING

| FY19: 116 COMPLETED TRAINING PRE-PANDEMIC |

69% COMPLETION RATE
70 THIRD PARTY CREDENTIALS
80% ACHIEVED NEW EMPLOYMENT

GAP TOP PROGRAMS } Nurse Aide
Class A CDL
Phlebotomy
Electrical Specialist

KIRKWOOD INNOVATION THE KIRKWOOD CENTER

The Kirkwood Center has 19,000 square feet of meeting and event space:

- 7,454 sf Ballroom
- 1,517 sf Tippie Business Event Room
- Culinary Lab spaces
- 2,470 sf Executive Technology Amphitheatre
- The Hotel Board Room
- And more...



KIRKWOOD INNOVATION

THE HOTEL AT KIRKWOOD CENTER

The only luxury teaching hotel of its kind in the nation serving as a learning laboratory for Kirkwood Community College's Hospitality Arts program.

Our commitment to superior service has earned us the American Automobile Association's (AAA) prestigious Four Diamond Award for lodging ten years in a row. The Hotel is the only Four Diamond award winner in Cedar Rapids and one of only four Four Diamond rated hotels in all of Iowa.



KIRKWOOD INNOVATION HEALTHCARE SIMULATION CENTER

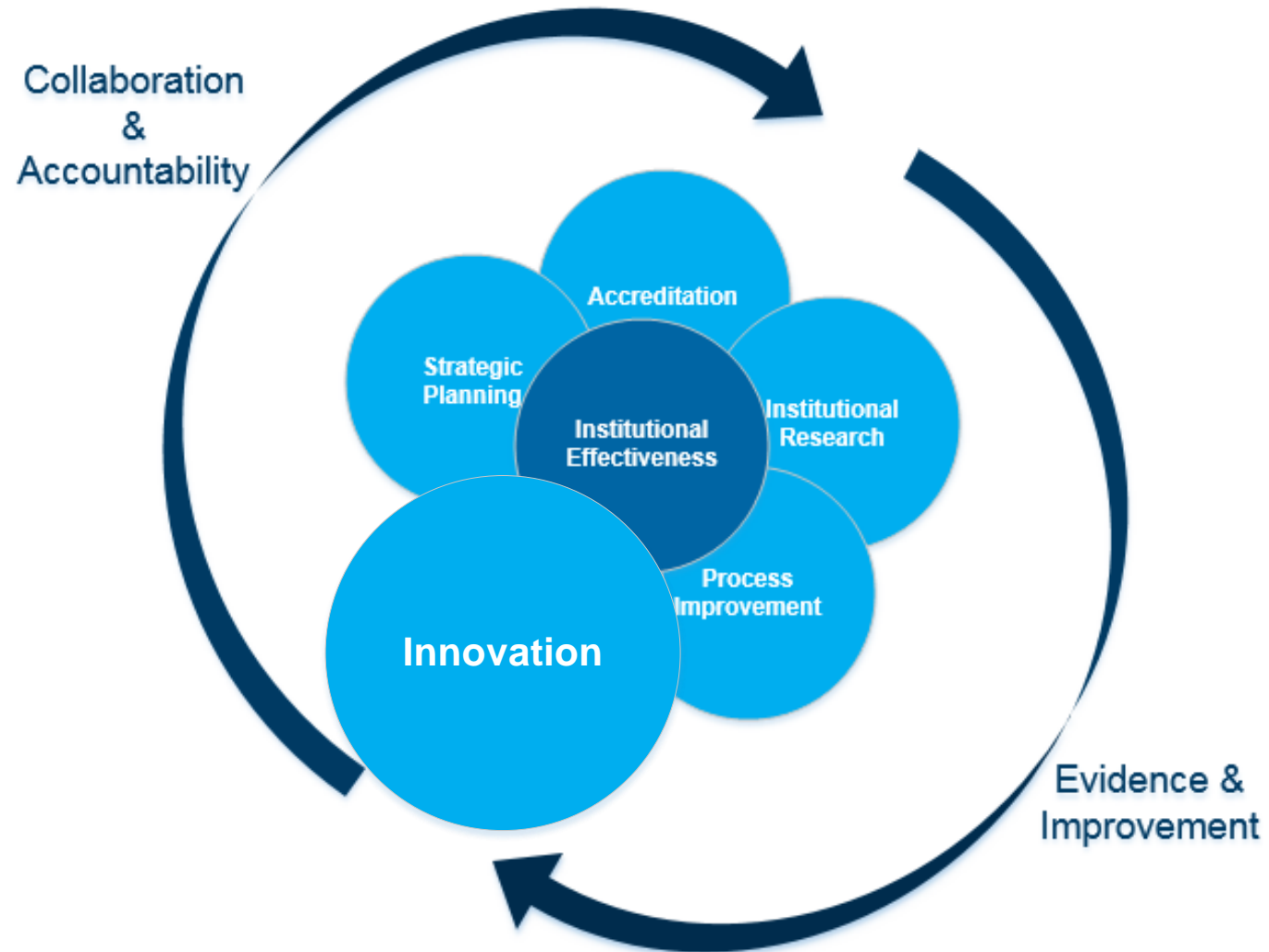
With nine high-fidelity simulators, a state-of-the-art audio/visual system, and a six-room seven-bed simulated hospital environment, the Katz Family Healthcare Simulation Center is the first fully integrated, multidisciplinary healthcare simulation center in Iowa.

The Healthcare Simulation Center serves students in the college's 20 credit and non-credit nursing and Allied Health programs, as well as area hospitals, EMS agencies, medical facilities, and individual health care providers.



KIRKWOOD'S INNOVATION FUND

INSTITUTIONAL EFFECTIVENESS STRATEGIC PRIORITIES



WEBSITE PRESENCE

Innovation Fund

| | |
|------------------------------|---|
| What Is the Innovation Fund? | + |
| Eligibility to Apply | + |
| Key Dates | + |
| Proposal Scoring Rubric | + |
| 2020 Funded Proposals | + |

WHAT IS AN INNOVATION FUND?

A fund designed to encourage and fund creativity, ingenuity, and new ideas to benefit components of our Learner Success Blueprint, the foundation of our Strategic Plan.

- Learner Success
- Employee Development
- Community Impact
- Operational Excellence
- Student Experience



TYPES OF PROJECTS

- **Exploration Project** - an action that investigates or researches whether a certain innovative idea is feasible before actual implementation. An Exploration Project will be funded on a one-time basis for one year.
- **Implementation Project** - a proposal that implements and puts into practice an innovative idea, which will be evaluated for success based on learning outcomes and measurable outcomes established in the proposal. An Implementation Project can be funded and implemented over a one to three year period.

PROPOSAL SCORING RUBRIC

| Rubric Component | Related Application Question | 4 | 3 | 2 | 1 |
|------------------------------------|--|---|---|--|--|
| Supports Learner Success Blueprint | Indicate which component(s) of the Learner Success Blueprint will be impacted, and describe the nature and magnitude of impact | Proposal clearly identifies an opportunity to significantly benefit the Learner Success Blueprint area described using data or a clearly understood rationale | Proposal identifies significant impact on the Learner Success Blueprint but lacks data support or rationale | Proposal identifies limited impact on the Learner Success Blueprint | Proposal does not address impact on the Learner Success Blueprint |
| Mission, KPIs, or SLOs | Indicate how Kirkwood's mission, IL-KPIs, or SLOs will be impacted, and describe the nature and magnitude of impact | The proposal clearly identifies impact on two or more elements: mission, I-L KPIs, and/or SLOs | The proposal clearly identifies impact on one element: mission, IL-KPIs, or SLOs | The proposal impacts mission, IL-KPIs, or SLOs, but lacks details | The proposal does not address impact on mission, IL-KPIs, or SLOs |
| Innovative | Describe what makes the proposed project innovative | The proposal uses a completely new approach in terms of materials, process or activities and approach is clearly understood | The proposal uses a previously proven or executed approach in a new creative way | The proposal uses a previously proven or executed approach in the applicant's function | The proposal does not address why it is innovative |
| Action Plan Steps and Timeline | Describe key action steps and the timeline in the Action Plan Template | Action plan clearly describes in detail the key action steps and timeline for completion | Key action plan steps and timeline were provided and aligned with objectives, but lack clarity | Key action plan steps and timeline were included, but lacked alignment with objectives | Key action steps and timeline were not addressed in the Action Plan Template |
| Outcomes | Describe the project's measurable outcomes in the Action Plan Template | The proposal identifies clear and measurable outcomes aligned with the project details | The proposal identifies outcomes aligned with the project details, but they lack clarity | The proposal identifies outcomes, but lacked alignment with project | The proposal does not address outcomes |
| Assessment of Outcomes | Describe how you will assess the project outcomes in the Action Plan Template | The proposal identifies assessment strategies aligned with outcomes and includes data sources | The proposal identifies assessment strategies aligned with outcomes, but lacks data sources | The proposal identifies assessment strategies, but lacked alignment with the outcomes | The proposal does not address assessment of outcomes |

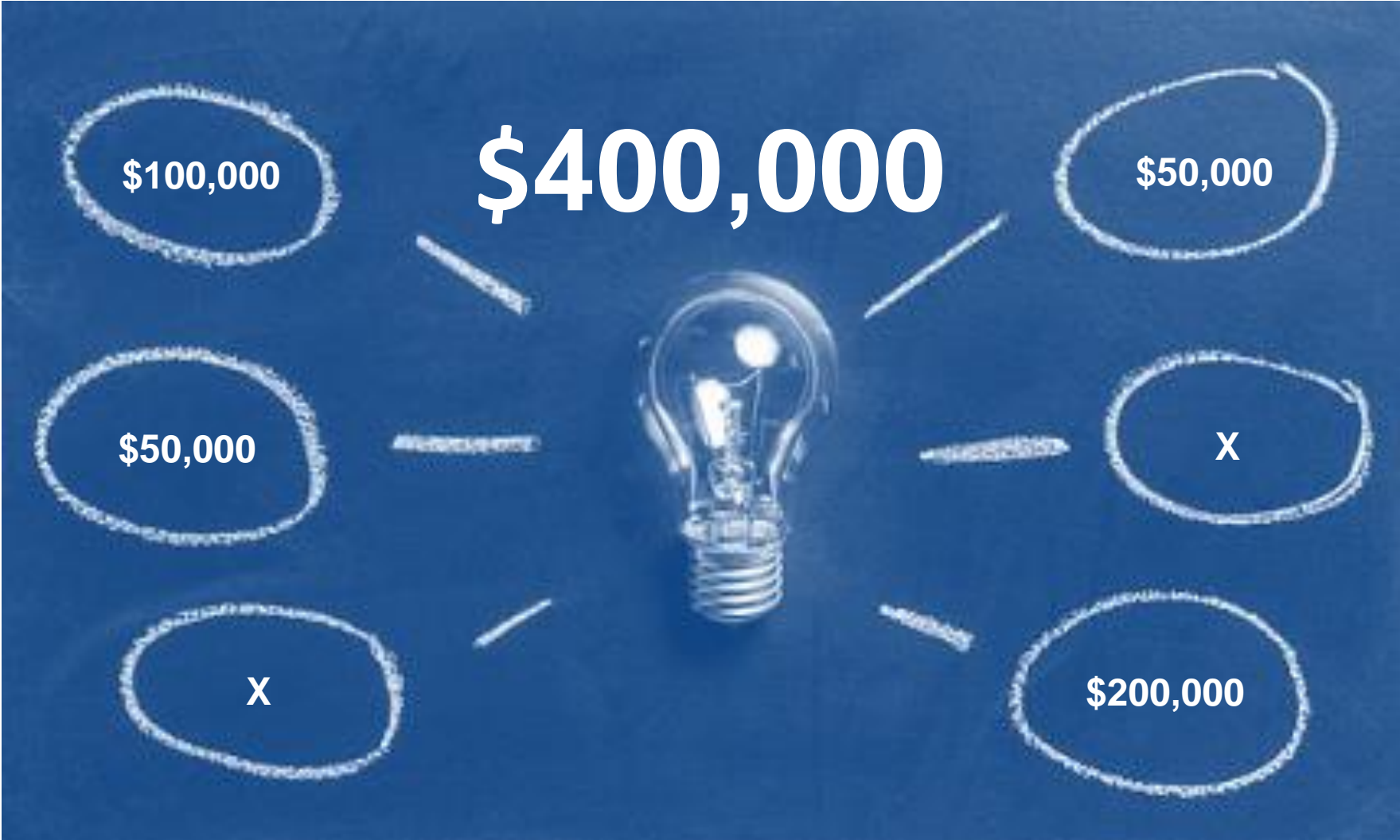
RUBRIC (CONTINUED)

| | | | | | |
|---------------------------------|--|---|--|---|---|
| Economic Sustainability | Describe the economic sustainability of the project once the Innovation Funds have been exhausted | The proposal includes a well thought out and clearly stated plan for economic sustainability | The proposal includes a plan for economic sustainability, but lacks clarity | The proposal addresses possible economic sustainability, but does not make a strong case | The proposal does not address economic sustainability |
| Dissemination of Results | Describe how the project results could be shared, enabling replication | The proposal identifies thoughtful ways to share results with the College and external community enabling replication | The proposal identifies ways to share results and the project has limited chance of replication | The proposal addresses limited ways to share results and replication is questionable | The proposal does not address dissemination of results |
| Growth/Scalability | Describe the project's growth potential. E.g., will the project be expanded across other students, functions, courses, departments or programs, etc.? | The proposal identifies growth potential and that the project is fully scalable across multiple functions, courses, departments, programs, etc. | The proposal identifies growth potential and that the project is scalable to a limited number of functions, courses, departments, programs, etc. | The proposal discusses growth, but states that the project is not scalable across functions, courses, departments, programs, etc. | The proposal does not address growth/scalability |
| Collaboration | Describe collaboration with other Kirkwood functions, departments, programs, or community partners | The project includes multiple cross-disciplinary, cross-functional, or community collaborations | The proposal identifies limited collaboration with other functions, departments, programs, or community | The proposal states no collaboration exists with other functions, departments, programs, or community | The proposal does not address collaboration |
| Alternate Funding | Describe any alternate funding sources explored | The proposal states that alternate funding sources were explored and made an excellent case for the using Innovation Fund | The proposal states that alternate funding sources were explored, but doesn't make a good case for using Innovation Funds | The proposal states that alternate funding sources were not explored | The proposal does not address alternate funding sources |
| Budget | Provide a summary of the project expenses in the Budget Template | The detailed budget is fully-developed; revenues, expenses and timeline are clear; budget is fully-aligned with the Action Plan. | The detailed budget is developed. Revenues, expenses and/or timeline need some clarification | The basic budget is developed but lacks details | The budget template was not completed |

SELECTION PROCESS

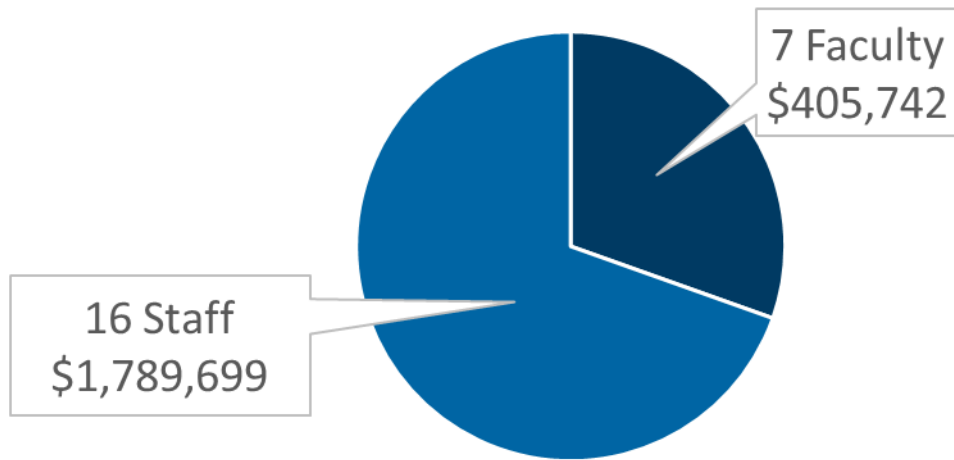
- **Institutional Effectiveness** – Administers the process and works with applicants to assist with the submission process and to provide data needed to support the proposals.
- **Innovation Fund Steering Committee** - A cross-departmental committee reviews and scores proposals based on the rubric. A list of recommended proposals will be presented Cabinet based on rubric score, number of submissions, and innovation funds available. Committee has representation from Institutional Effectiveness, Faculty, Staff, Academic Affairs, Continuing Education, Student Services, and Human Resources. Ad Hoc members added as needed.
- **President and Cabinet** - Evaluate the submissions for approval or denial, and if approved, the amount of funding awarded.

ANNUAL BUDGET FOR THE FUND

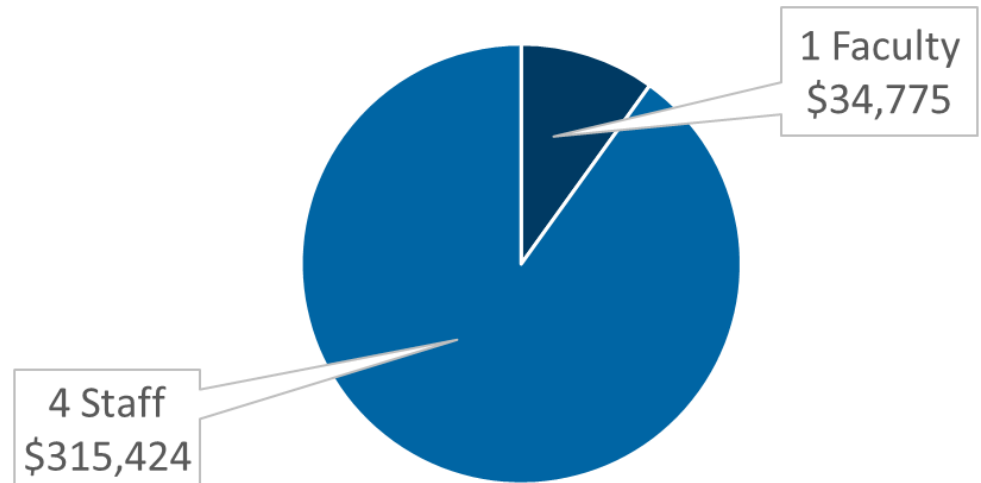


FIRST YEAR EXPERIENCE – FUNDED ON 7/1/2020

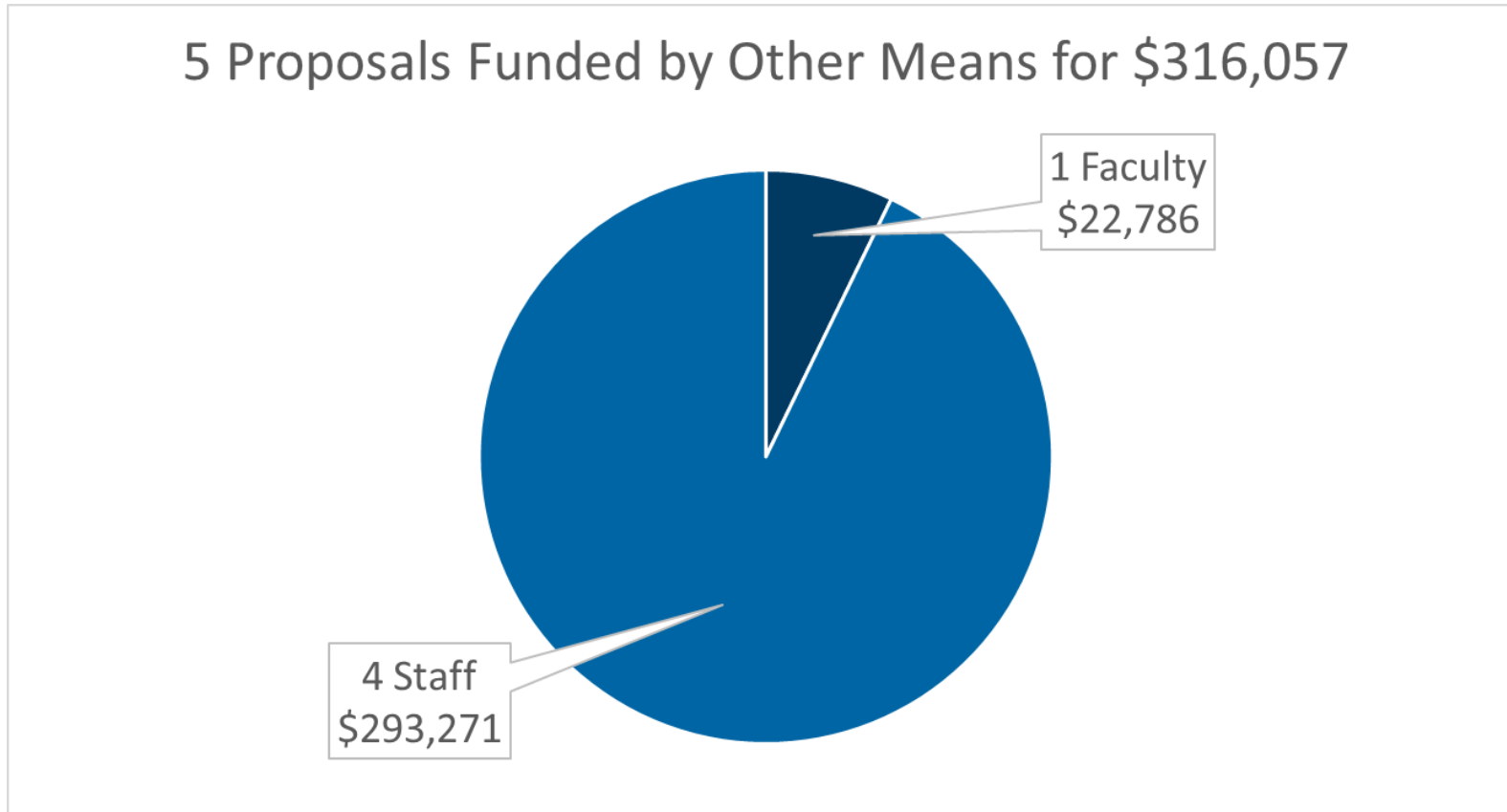
23 Proposals Submitted for \$2.2M



5 Proposals Funded for \$350,199



FIRST YEAR EXPERIENCE



ACTUAL BUDGET FOR THE FIRST ROUND OF FUNDING

| Funded Projects Budget by Fiscal Year | | | | |
|---------------------------------------|------------|------------|-----------|------------|
| Project | FY 2021 | FY 2022 | FY 2023 | Total |
| 1 | 9,675 | 11,600 | 13,500 | 34,775 |
| 2 | 17,264 | 27,280 | - | 44,544 |
| 3 | 122,000 | 18,000 | - | 140,000 |
| 4 | - | 20,250 | - | 20,250 |
| 5 | 20,375 | 27,455 | 62,800 | 110,630 |
| Total | \$ 169,314 | \$ 104,585 | \$ 76,300 | \$ 350,199 |

FUNDED PROJECTS

Nursing Preceptor Academy - Trisha Swartzendruber, Nursing

Kirkwood nursing students follow a preceptor in the hospital for 175 hours during the last semester of the nursing program. Due to a high turnover rate of nurses in the hospitals, often our preceptors have less than two years of experience. Some hospitals offer a preceptor course; however, information is not consistent between hospitals. We will explore what each of these courses offer and work with the facilities to develop a course in which all preceptors in the Eastern Iowa Corridor Region could participate.

English Language Learner (ELL) Health Pathway Course and Student Support Group - Kathryn Dolter, Nursing

English language proficiency is important to student success in pre-nursing and nursing theory, lab, and simulation-focused courses. This project will focus on the planning and implementation of an ELL Health Pathway Course and student support group to increase the number of English Language Learners who matriculate into the Nursing or Allied Health programs, who graduate from these programs, and who successfully pass the required licensure examination for their specialty.

Product Development Planning and Pilot - Stephanie Bredman, Continuing Education and Training

In August 2019, the Continuing Education and Training Services division designed and implemented a research and planning process called the Opportunity Identification Process (OIP). The investment in new product development is essential to the sustainability and relevance of the CE&TS division. CE&TS will use the Innovation Fund to build curriculum for the FY21 product pilot roll-out and to perform additional product and market research for three ideas for roll-out in FY22.

Kirkwood and 380 Express Partnership - Nick Borders, Iowa City Campus

The Kirkwood Community College and 380 Express partnership will provide subsidized transportation to the Cedar Rapids campus for Kirkwood students enrolled in career and technical education programs. The proposal supports Kirkwood's need to offer greater assistance to our diverse student population and helps to promote equity within our community.

Career Counseling for Partner School Districts - Craig Stadtmueller, Jones County Regional Center

Students enrolling at JREC dual credit academies who have received little career exploration support struggle to decide their futures. The Kirkwood Career Services department has created an online course called CareerQuest, an individualized career exploration tool that takes students through a self-identification process resulting in their best fit career pathways which are tied directly with Kirkwood's educational offerings. This project will modify the currently successful CareerQuest course and make it available to 8-12 grade students within our partnering school districts.

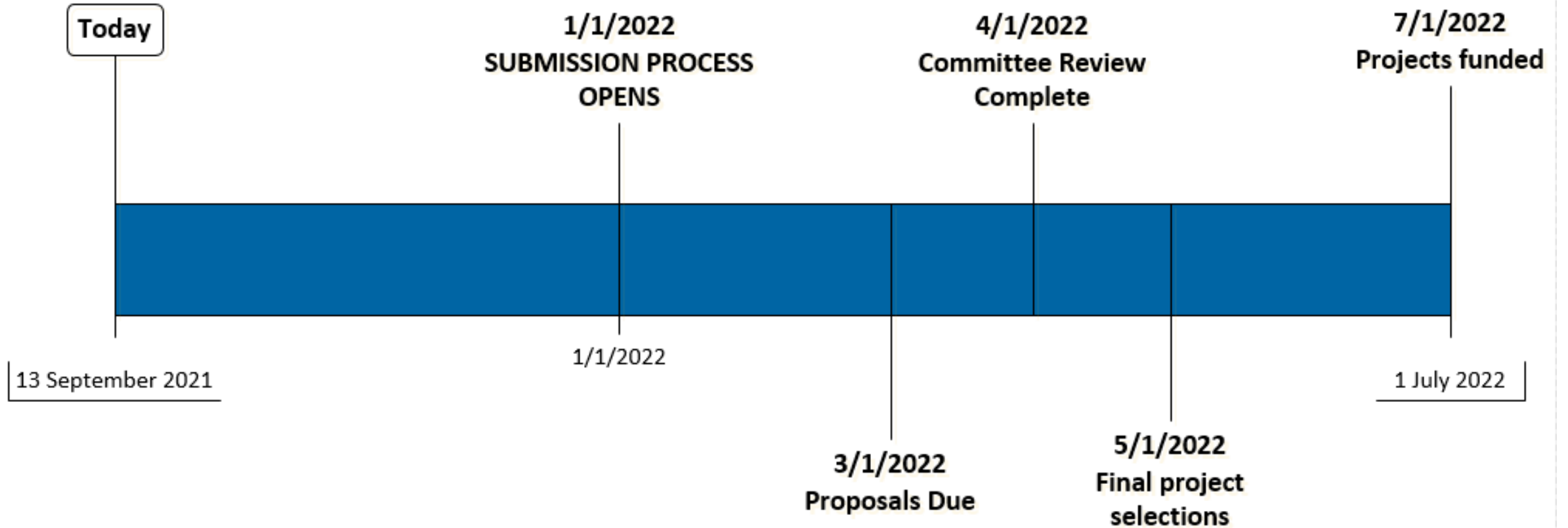
TRACKING PROGRESS/ANNUAL UPDATES

- **Institutional-Level Key Performance Indicators (Strategic Plan)**
 - Measuring use of the Innovation Fund
 - Measuring effectiveness of the Innovation Fund
- **Budget vs. Actual expenditures reviewed quarterly**
- **Annual Project Update**
 - **Cabinet Presentation**
 - General statement on progress
 - Actual activity vs. action plan
 - Meeting project objectives
 - Detailed budget review
 - Sustainability

A LOOK BACK AT THE FIRST YEAR EXPERIENCE

- **A structured process for innovation**
- **Committee review and scoring – tough job**
- **Rubric – difficulty differentiating proposals**
- **Recommendations to cabinet in 3 levels**
- **Effect of COVID and a derecho – agile process**

FUTURE PROCESS TIMELINE



FOUNDATION MINI GRANTS

- **An Innovation of the Innovation Fund**
- **Total Annual Funding Available - \$30,000**
- **Maximum Funding per Project - \$5,000**
- **Criteria – Supports Learner Success**
- **Application Process – Not as rigorous as the Innovation Fund**
- **Timeline – Application due 9/15; Funded on 10/15**

CONTACT INFORMATION

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