

#3

- Training for Supervisors on how to develop their employees

- Centralized Org. & Prof. Development that supports Equity, Student Success, Customer Service, Innovation

affinity groups

- Latinx
- Black / Afr. Amer.
- LGBTQ+

- etc. all underrepresented groups

↓ Yes. Students want this in their desired place of work. Let's practice this too.

THEME 3:

- WE NEED MORE REPRESENTATION OF CUSTODIAL/DINING STAFF IN OUR PLANNING CLASSIFIED/FAULTIES
- OUR INSTITUTION HAS BEEN FUELED BY STAFF CARE: COMMITMENT, WE NEED TO IMPLEMENT MORE SYSTEMS TO SUPPORT, VALUE, COMPENSATE
- YES TO #3 & 7!
- INCENTIVIZE EARLY RETIREMENT FOR STAFF A LA FACULTY PROCESS
- NATIONAL JOB SEARCHES VS. INTERNAL (WE STRUGGLE W/ ONBOARDING)
- THE TIME FOR THE 60 DAY HAS COME, IT'S GONE
- #2 - DELETE "MAJORITY" REPLACE WITH "ALL"

3 Staff and Faculty Support and Development

Faculty scholarship is an essential part of a quality student education (undergrad/grad)

Support includes social emotional elements and opportunities for autonomy/recognition, validation

#3 STAFF / FACULTY SUPPORT & DEVELOPMENT

- CAMPUS WIDE DEVELOPMENT DAYS
 - 2 x YEAR
 - NO CLASS
 - ALL STAFF / FACULTY CAN PARTICIPATE
 - COST EFFECTIVE
 - OPPORTUNITIES FOR CAMPUS WIDE vs DEPARTMENT ONLY
- NOT PUNISH CURRENT EMPLOYEES WITH 60 DAY HOLD
- ECHO PRIORITIES IN DEVELOPMENT
I.E. - DIVERSITY, INCLUSIVITY, EQUITY

#3

- Restructure onboarding
 - training of systems
 - all resources ready for 1st day - Keys, email, system access
- more collaboration, team of campus representatives for new employees to meet & learn from (ex. faculty, classified, exempt, etc.)
- Continual training, reorientation of existing staff
- recognition of good work (place to submit kudos to recognize F/S on work done, accomplishments, etc)
- Acknowledgment for work done - multiple dissertation chair,
Creating more value w/o creating more expenses
- Clear articulation of what is expected of faculty / staff
- Tap into skill sets on campus. Use our own experts to hold workshops
- More flexible schedule in offerings (i.e. CETL ^{offered} on T/Th only)

③

— PROFESSIONAL DEVELOPMENT DOLLARS

↳ NEED BOTH ON-CAMPUS (DEDICATED STAFF/OFFICE) ;
ABILITY TO INTERACT WITH FIELD/EXTERNAL PRACTICE/IDEAS

— CONFERENCE ATTENDANCE = WHAT YOU LEARNED PRESENTATIONS

— MANDATED PRO DEV

→ CAMPUS SPEAKERS (INVITED EXPERTS)

— INVESTMENT IN PROFESSIONAL ORGANIZATION MEMBERSHIP

— INCENTIVES FOR CONTINUED PRO DEV

↳ COMPENSATION

↳ TRAVEL DOLLARS

Theme 3: Staff & Faculty Support and Development

- Competitive¹ salaries ^{Faculty AND staff} & correcting inversion problems
- Participation ~~for~~ ^{by} faculty in PD positively affects teaching evaluations and scholarship evaluations.
- More advanced Scheduling and communication regarding PD events.
- Updating PDQs/well-defined roles

3

- More opps. for Classified Staff
- Encourage/incorporate professional dev. Opps. (CETH, LinkedIn Learning, etc.)
- 'Beef up' onboarding process (HR/^{specific} departments)
(Trickle down)
- Department/team development w/ learning opps together
(not indiv.)
↳ Do ^{more} town halls/campuswide forums
- Tap employees for Institutional Knowledge
(crowdsource dev.)

#3

- support prof. dev on & off campus

- mandatory trainings / prof. dev.

technology
adoption

diversity, equity & inclusion for
self-growth / skill building
example

- train supervisors to be
supervisors

- ^{supervisor / employee} accountability & performance reviews

- figure out a way to keep quality
employees from leaving -

- support
- financial
- more opportunities

3 Staff / Faculty Devel.

needs focused / supported office
for staff devel. (CETL?) (HR team)

Cont. ed for staff : could
be required / rewarded.

Options for diff. times

Need good support for whatever
the format.

Better comm. re: what is happening
in various support areas e.g. HR

#3 Staff & Faculty Support

- 1) Better onboarding for new Staff + faculty = real training not referral to website links.
- 2) Faculty absolutely need.
 - Canvas - as part of onboarding
 - Title IX training
 - All the "Zones"
 - All faculty must go to Catalyst in 1st 2 years of teaching.
- 3) Ability to change job/work to adhere to best practices we need to clarify taking on new skills/tasks to improve salary.

④ INNOVATION

- Allow faculty to have teaching freedom - Not all online.
- Cost saving measures for textbk acquisition + other acad materials
- Enhance cross-discipl. learning & experiential Ed to match actual needs in society
- Prof. Exp for college credits
- Explore competency based learning that increases degree completion/adult learn

#4

- Specifics on how IT can support from faculty and staff.
 - Pro active communication on tech innovations
- Softskills development
 - experiential innovation
 - Conflict resolution

UNC innovative in equity

#4

↓
unlearning systems

"diversity" is not enough - how is UNC empowering students & removing barriers

THEME 4:

- LABORATORY: CONSIDER A DIFFERENT WORD ~~OR~~
"FOUNDATION" "TESTING GROUNDS"
- FOCUS ON UPGRADING FACILITIES / CLASSROOMS
? INFRASTRUCTURE
- #1 PRIORITY IS / SHOULD BE ON CURRENT STUDENTS, THIS CONFLICTS WITH REVENUE GENERATION AT TIMES
- PUSH FACULTY TO EXPAND THE 10:00 - 2:00 TIME BOUNDARIES / PREFERENCES
- SUPPORT & EXPECTATION OF COLLABORATION
- EXTENDED CAMPUS, HAVE WE REALLY INVESTED IN THIS?
- REALLY REFLECT ON HOW WE ARE USING OUR SPACES; SOCIAL SPACES, DINING HALLS, COMMUNITY BAR IN THE ~~UC~~ UC/CC SPACES

Don't presume that "innovation" is inherently good or cool, or that it means technology

- avoid too many platforms + programs that don't talk to each other. staff + dept heads have to learn/use too many systems
↳ wastes time.

↳ too much turnover

↳ e.g. Degree Works vs. Navigate

- Need improved awareness of uniqueness of our completely online students, e.g. degree completion programs

4. INNOVATION

- get rid or update archaic policies and processes that inhibit staff and students from being innovative
- Collaborate with the right people
 - end users
 - ~~■~~ eliminate redundancies
- tie innovation to #3
 - fac/staff tap into larger picture.
 - opportunities to express ideas
- foster open mindedness
- embrace technology

Innovation #4

□ Carnegie Classification??

□ What do Students need to have + develop before graduating?

□ Program transformation / Funding

□ Major Donations our stem, → how can we integrate?

□ Externships - Capstone, service-learning, internship
→ Should be built into Academic programs

□ Northern Co development

□ Need to evaluate + take risks to become
Strategic + what we are doing (Ex Aims + UNC)

□ Need to tell our story → Faculty/staff best practices

□ Recruitment → aggressive Marketing +
recruiting

□ How do we pipeline students to employer's
- Job placement?

□ Embracing Trends + Research

④ INNOVATION

- FOCUS ON / QUESTION INDUSTRY IN CO. TO HELP DETERMINE NEEDS AND THEN RESPOND
- NEW PROGRAMS
- CHANGE PROGRAM STRUCTURES
 - ELIMINATE IF NEEDED
- ↑ \$ COMING IN FOR SCHOLARSHIPS & CREATIVE WORKS

Specialized Certifications
Based on Expertise
across campus

- offered "off season"
online
hybrid
- charter schools

New Programs based on ^{evolving} Needs

Values of society
& demographics

- AI, Data Science, Health Science
- Environmental concerns
- aging pop.

INNOVATION GRANTS THAT ARE
SUSTAINED & PROMOTE
COORDINATION WITH OTHER UNIV.

Innovation

- Innovative education includes both classroom and campus life/social experiences
- Creativity & entrepreneurship is a mindset which is being squelched by compliance
- Must be intentional

Innovation

- Best communication possible, ~~not~~ new ways to bring people together in constructive ways
- Balance technology w/ community
- Improved ^{physical} space to create reasons to bring people together
- More sessions like this to check in
- Marketing campaign by/with our students. Let them tell stories.
- Teach students to navigate information overload, rethink structure of academia

4.

- o Place-Based learning - internships for all majors
 - o Community partnerships
 - o Coordinate w/ career services
 - o Collaborative community training on internships
- o integrated learning across disciplines
 - o interdisciplinary
- o non-traditional staffing to serve non-traditional students
 - o flexible hours
 - o job sharing
- o streamline facility reservations and information
- o streamline forms / approval process / programs ex. onBase
Xtender
~~etc.~~ Etc.

#4

- More centralized system / consistency
 - identify places where things can be standardized & where there can be flexibility & be innovative
- Training so we can take advantage of all the resources we have available

4

Look at graduation data and use that info to determine what is necessary to teach in preparing students for work force

- What software will they be using? (Excel, SPSS, R, etc.)? Are we teaching those skills @ UIC? Are students able to function in creative & innovative environments?
- When are we reviewing the data? Are we integrating in a timely manner that is still in the current trends?

Moving into the discomfort → How do we get out of the rut of how we've always done it?

- Wrestle w/ how we can be more effective & efficient in our practices
- Ex: How we orient and on-board our students
- Innovative marketing

④ Innovative + Excellence in Academics + Programs

- Decide what to let go of.

- Adaptability with
how we use spaces

- Consideration of physical
space (i.e. closing
buildings in summer,
colleges working collaboratively
on where they might offer
summer classes)

see #4. we prepare teachers
not train!

#4 Innovation

not only classroom

↳ student debt

more partnership & city of Greeley
for jobs during breaks.

research re: distinctive teaching
pathways/pedagogy > highlight to
recruit etc.

Applying new/effective teaching

Supporting returning learners

- non degree seeking
- specific courses + transcript of major
eg. history, art
- senior citizens

Certific in summer for staff +
local adult learners

#5 Innovation

- Expand Continuing ed options (certificate programs) for undergrad + grad
- Expand Degree Completion Programs
- Technology for collaborative work (navigate, degree works, banner - unified CRM)
- Remove roadblocks for Student admissions. ^{GRE/SAT}
- Creative Scheduling (weekend night classes)
- Evaluation of existing Programs - how can we "modernize" them or Create New attractive Programs.

Theme 4: Innovation

- Every student has a meaningful relationship w/a faculty member early on in college career
- Explore undergraduate TA's
- More flexible learning options / scheduling of classes

④ Innovation

- physical environment has such an impact on morale, well being, classroom experience, etc.
- ~~significant~~ ^{significant} investment in creating spaces that support academic learning (color, furniture, modern, etc.)
- Program innovation opportunities to be interdisciplinary to lead to emerging careers (NIMBLE)
- PEABODY of the WEST & K-R innovation
- Streamline & fix technology
- Relevant & current in Academic offerings

Innovation

- gain comfort in risk-taking
- Innovate to a purpose
- look at tasks done by hand that can be automated w/ current technology
↳ ~~free~~ free up staff (we can already do this)
- remember our DNA, innovate w/ what we do well
 - innovate w/ how we communicate w/ students

4

- Trust/empower employees more
 - ↳ Check-in process improvement
- Help those who are resistant to Change
- Space Utilization (empty buildings/classrooms)
 - ↳ Can Community use these spaces?
- Be deliberate w/ our technology & new buildings/renovated ones → Central to Student success

Innovation

- connect curriculum to industries
- We are behind in preparing students for the future workforce
- embrace change and make changes faster
- Use technology in meaningful ways
- we need more than one person to know how to use technology
- increase work-based learning opport. for students
- don't just lecture to students
- partner with local industry to co-create curriculum

Innovation

• 5

Innovation

pay attention to CD workforce dev.
Council initiatives

- badging
- Nano-degress
- look at workforce needs
- partner w/ regional apprenticeships
- look at tech. across the board
and maximize how systems can
work together
- work as a system on innovation

4.

real world experiences for students to
for career

- on campus (ex: bus-market → work w/ U)
- regional partnerships
- how are office hours being utilized?
 - what is the expectation
- Classrooms need new tech, furniture
 - is space set up for learning outcome
- Where are we leveraging tech to make lives for staff easier?
 - Automation
- community engagement → revenue
 - ↳ class experiences \$\$ (ex. for seniors)
 - ↳ kids summer camp \$\$ (ex. for ed students)
 - ↳ reasonable pricing - be competitive

tips
n
ovation

4

— STRATEGIC/INTENTIVE

— FLEXIBLE TO WHAT STUDENTS
E.G. ONLINE OFFICE HAS AT 10

— ANNUAL REFLECTION
(HOW HAVE WE "X" THIS YEAR?)

PARTNERSHIP'S GOALS

STUDENTS ARE AT
TEXT MESSAGE 1 ON 1
THIS VALUE

— INNOVATION = KNOWING THE FUTURE

— RESILIENCE

- ④ Flexible response philosophy regarding student assignments
- e.g., leeway w/ due dates & grading.
- Cross-Discipl. proj & collab. to enhance learning.

4

Innovation

③ Staff and Faculty Support and Development

- Faculty accountability / incentivize
- High expectations
- Willingness to be uncomfortable
- Adaptability
- Support faculty in adapting to change

#3 cont...

- Standardize and streamline basic administrative practices.
- automate
- Streamline budgeting / budget management

3.

- Weeklong training - campus closed

- → Conflict resolution training

- Paperwork /
Form
Processes

- managerial training

- Mandatory time for professional development for

- rewarded

- not chastized

- Develop a plan for transition if people leave / take position

- Plan / playbook for career advancement at UNC

- Data for why people leave

- 360 Evaluation process / annual

- confidential / safe

- follow through

- Strategic planning for units → connected to larger plan

- transparency in the units

3

- Not enough funding for prof. dev.

- Incentives for prof-dev

- Money

- Build a community, culture

- Perks

- Evaluation

- Mgr to employee, vice versa

- Accountability, both directions

- Support teacher/scholar model

- Through differentiated workload

- - ORSP support

- - CETL support

Staff and faculty Support + Development #3

Human deficit / Burnout / Retention

- Same positions / Pay grade → inequity across depts based on staffing
- HR Hiring processes → 6 months, what!??
 - evaluate our process
 - the forms, why?
- Paid parental leave / Flex work options
- Transparency in our search processes
- Marketing → creating buy-in
- Hiring processes → consistency across searches for staff included an HR expert
- Professional growth + development Planning
- Manager, supervisor skill development

③

• YES!

- Prof. Dev. that supports all Univ. goals
- Need more centralized training ^(in-person + online) model for new systems / tech / pedagogy, etc. for faculty + staff at all levels
- Offer / expand badging program + offer incentives (monetary)
- Reciprocal relationship between campus culture + training / prof. dev.
- Regularly ~~assess~~ assess employee engagement
- Develop / expand culture of assessment

- create internal certificate/budgeting system to motivate staff
- address staff ^{+ faculty} culture to fight for your "silo/area" versus working as a whole. We are still working against one another. We need to address this to collaborate
- honor the "specialists" and refer to them appropriately. - value staff ^(not just monetary) + faculty contributions
- further transparency in decision-making
- include values about how staff + faculty should work with one another (in group + across groups)

II II

Staff + Faculty Support + Dev.

- ~~remove "Bears" from our community~~
- use "community" instead of "Bears"
- Equity-minded raises
- What is possible with our budget. What are we able to do?
- how can we support one another to develop? Internal prof. development
- develop a more robust + ongoing staff + faculty onboarding. Learn about our values, our students
- encourage diff. voices to be present, not just folks who always participate
- revise job descriptions to include time for prof. dev.

(3)

(3)

3. FAC/STAFF SUPPORT & DEVELOPMENT

TED DAY

when we are here anyway
low student presence (after
Fall finals?)

→ find support systems

* ~~institutional~~

→ * institutional collaboration day

encourage people to be part
of community

(#3) (undergrad, grad, GAs)

- include students in development opportunities, e.g. on-campus panels connected to classroom learning
- improve quality of faculty development opportunities
- use zoom meeting app
- contract renewables are disenfranchised re: development, e.g. an 80/20 load doesn't value research.
- move to reduce faculty lines also reduces commitment to research
- teaching development driven from bottom-up, e.g. staff, CRs, lect.

#3

- how do we "recognize" employees development?
- Supervisors must allow employees to partake in dev. opportunities.
- Work loads must be manageable so folks feel like they can focus on prof. dev.
→ find balance
- Clearly define which outcomes apply to staff & faculty if different
- What is "career development"
- the expectation should be "all employees" not "majority"
- what are "incentives"?
 - salary assessments (ex: degrees attained)
 - assist w/ further ed. for current employees (ex: cook to chef certification)
- Climate must be different
 - make it fun
 - apply learned skills to job

③ Staff/Faculty Support

- More developed understanding of students/people, not just their subject matter... for faculty
 - increased understanding of how to support students
- old school thoughts are gone, faculty need to understand how students think
- Office hours for helping, not grading
- culture of rewarding good faculty/staff

3

Yes please 😊

Capacity : Staff are grappling with already struggling w/ making ends meet ~~\$\$~~ and job responsibilities

- How can we create efficiencies to redistribute roles, so pro devo can be integrated in job respons. ~~to~~ → That way, we can say Education/Trainings are part of the job.

Greater support for attending trainings

- Not feeling guilty for attending
- Trainings as incentive for on-the-job training and making positions more competitive
- Supervisor support

Cost Effective Pro Devo opportunities

#3

Focus → incentives
of development VS mandatory

Resources for staff development that is available for all

- External experts → Broaden perspective

Faculty workload — what work is valued?
↓
Service credit

Ongoing evaluation Support student work
↓

What are deficits?
What are challenges not seen?