

**Promotional Path  
Opportunities for Staff and  
the Impact on the Greater  
Community**

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# Office of the Sr. Associate Vice President for Faculty Affairs & Diversity

## *Division of Academic Affairs*

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- New Faculty Support Program
  - Academic Affairs Leadership Program
  - Second Year Faculty Support Program
  - General Faculty Development
  - Summer Writing Program
  - Associate to Full Professor Program
  - Department Leaders Workshop
  - ADVANCE Leadership Institute
  - Mentor Support Program

## Staff Training/Workshops offered by HR

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- Microsoft Office
- Supervisor training
- PeopleSoft
- Travel
- Administrative Professional Skills
- Project Management Essentials
- Compliance
- Building Work Relationships
- Business Etiquette
- Time Management and Productivity
- Working on a Team



# American Council on Education Fellow

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- One year
- Visiting universities
- Asking questions
- Reading about leadership
- Reading about higher ed
- Develop a project

# My Project

## Develop an Office of Employee Success

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- Focus on recruitment, retention and promotion of faculty and staff
- Offer joint workshops with faculty and staff
- Build alliances across campus



# Office of Employee Success

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- Human capital is the most important resource at a university
- The cost of developing faculty and staff is much less than the cost of recruiting new hires

# Office of Employee Success

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- Employees who feel valued and have a future that is on an upward trajectory work more efficiently
- Student success improves when the campus climate is collaborative



## Discussion Question

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- What are some of the opportunities that you see for building an environment of employee success?



# Discussion Question

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For those who have advanced, how did they do it?

# Discussion Question

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- What is the role of supervisors in employee success?



# Discussion Question

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- Are the faculty and staff partners in student success?

# Questions?

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