

# Supporting Faculty and Staff

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# How do we support Faculty?

First, we must understand how we fit into the institution – We must determine what our role is?

- Understand the mission & strategic plan of the institution.
- Ensure that the department aligns to the mission & supports the strategic plan.?

**Then we can ensure we have the right faculty and we support them the right way.**



# The importance of Faculty & Staff

Faculty & Staff are the key to

- Designing, implementing and running any program.
- Working and building relationships with students
- Ensuring that the department supports the institutional mission.



# Supporting & Getting Buy-in from Faculty & Staff

## Ownership

Faculty & staff need to be involved, participating in decisions made regarding policy and programs.

While some things may be out of their control, like legislative mandates, how implementation occurs should be decided by all.



# Supporting & Getting Buy-in from Faculty & Staff

## Professional Development

When any new program, policy, or procedure is put in place, training must be developed.

Thoughtful, purposeful training that explains “what” change is occurring and “why” it is occurring as well.



# Supporting & Getting Buy-in from Faculty & Staff

## Evaluations

Evaluations are key to ensuring that faculty & staff are following procedures, and are contributing to the department's mission/vision, and are a way to set goals.



# Importance of Building a Team

Team building brings people together by encouraging collaboration and teamwork.

Team building in the workplace is the process of creating a team that is cohesively working together towards a common goal.

The importance and main purpose of team building is to create a strong team through forming bonds and connections.



# How do we Build a Team?

- Develop shared goals.
- Clearly defined roles.
- Develop shared knowledge and skills
- Effective and timely communication
- Create an environment of trust and respect
- Have an optimistic, can-do attitude



# Building Team Capacity

- Individual and Departmental Meetings
- Professional Mentoring Programs
- Strengths & Skills Assessments
- Workshops
- Conferences and Webinars



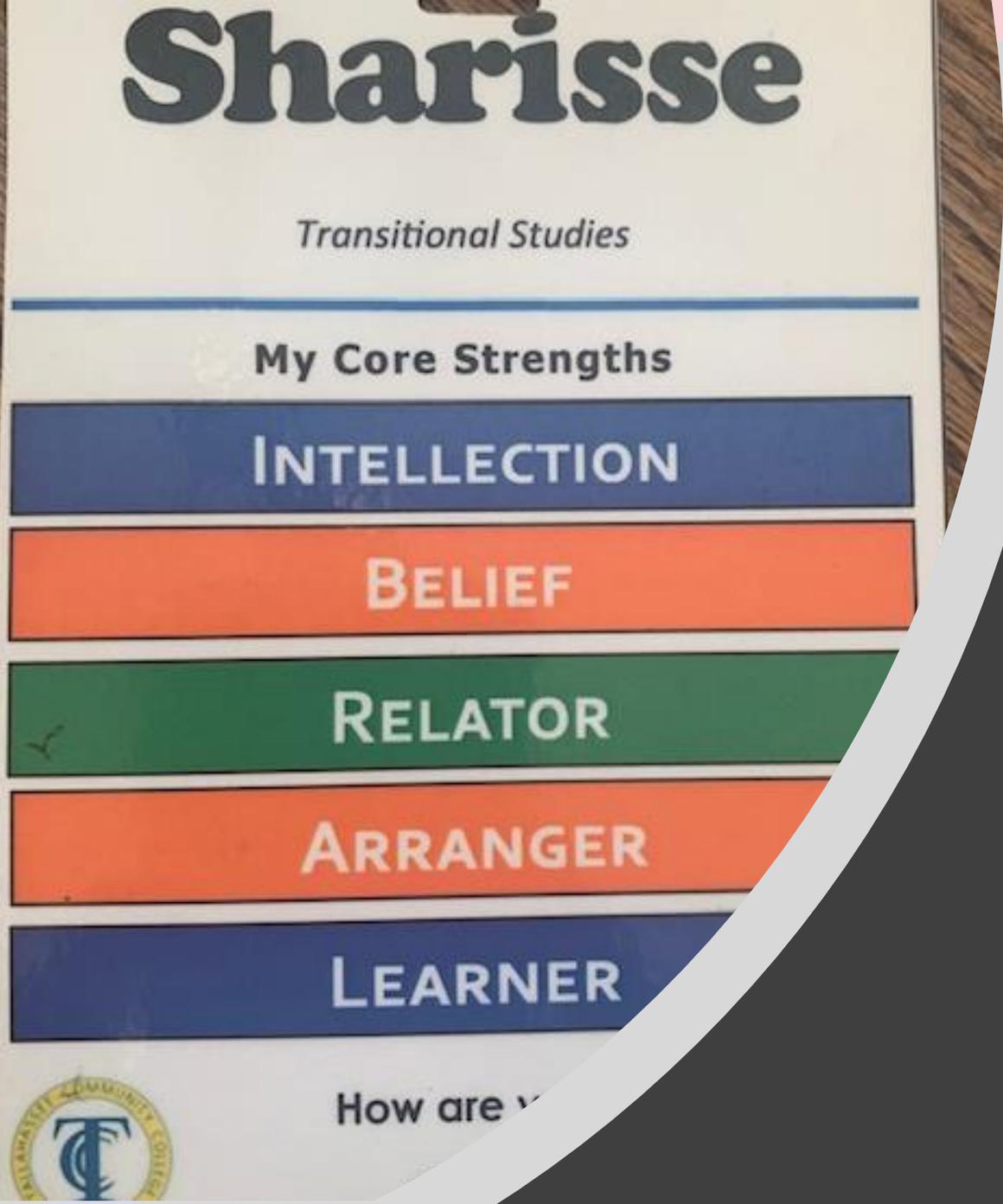
# PROFESSIONAL DEVELOPMENT CONSIDERATIONS



- **Performance** – implemented as a result of a specific issues, behaviors, or events.
- **Tactical** – aligned with programs and initiatives
- **Strategic** – high potential resources and next generation of leadership. Challenge team members to think **strategically**



# Clifton Strengths Assessment



# From an Administrators Perspective

**Program** – I ensure that faculty are:

- Provided training and professional development
- Aware of legislation that impacts the department
- Aware of new program policy and procedures
- Involved in the process of creating and implementing policy and procedures



# From an Administrators Perspective

**Administrative** – I ensure that Faculty are:

- Appointed and have the correct workload.
- Paid correctly and are on the Departmental budget.
- Scheduled both in Banner and PeopleSoft.
- Meet accreditation requirements.
- Completes an annual evaluation and meets their goals

