

UWG Leadership Development Institute

Session Four

February 13, 2015

Campus Center Ballroom: 9:30am - 4:45pm

Welcome from Dr. Crafton

Our success is based on embracing, not running from our new goal setting and assessment processes as a part of our evidenced-based leadership initiative. Right now, we're in the "disheveled" place in our growth and maturation. But we should stay the course, and we'll feel much better and quite proud when we get to the other side.

State of the University, Dr. Marrero

Legislative Watch

- Biology Building design funds
- Merit funding in the Governor's budget

Carroll County Education Collaborative

- The goal of this group is to work together to improve educational accessibility, retention, completion and success in Carroll County. Areas of focus among Carroll County educators and supporters of education include early college readiness and literacy.

Campus Inclusion Committee

- A consultant has been hired.
- The report is due in April.
- This will likely lead to the addition of a Chief Diversity Officer

Sustainability

- A submission to the AASHE Star program has occurred and we expect good results, including a possible bronze status.
- A consultant has been hired for the UWG bike program.
- Earth Week is being planned for April.
- Two electric car-charging outlets will be added to campus.

Best of the West

- Forms for the next nomination period will be available online soon
- The Best of the West program is scheduled for April 23 at 10am

Barrier Team

- Items under review include the UWG calendar, banner, travel processes and TAP registration timing.

Capital Campaign

- The campaign is underway and will assist in transforming UWG.

SACS

- The focus of our work during the next months is to provide evidence of review, assessment, evaluation, improvement and action.

Engage West

- The survey opens February 16 and closes March 2. We now own the study which UWG created, and this is mutually beneficial to us and to the Studer Group.

Expectations/Where do we go from here?

- Embrace the process during the uncomfortable phase of the assessment and improvement process.

Strategic Planning Workshop

Unit Assessment Review Cycle

- The monitoring report is due to SACS with responses to recommendations on September 8, 2015.
- Several units reviewed the linkage assignment of writing goals, actions and outcomes.
- Units revised and shared goals based on new examples of goals, actions and outcomes.

Resources

- Goals and actions need to work with current available resources to “use the resources you have.”

Outcomes

- The effect or impact is critical to the process and to outcomes. It is not enough to complete the goal. The process calls for assessing the goal and quantifying success or needed improvement based on the outcome.
- We should strive to identify direct measures aligned to desired outcomes. Indirect measures reflect observations related to the outcome.
- Each unit should appoint an assessment coordinator by February 27.
- WEAVE training will begin in April.
- Assessment results will be due by July 31.

Develop West

- A Skillsoft demonstration was provided.
- The Develop West webpage contains valuable resources. Staff members are available to present to departments/units.

Effective Communication

- Know the audience/frame of reference.
- Craft the message for the audience/frame of reference.
- Select the appropriate channel for the message
- Confirm an understanding.

Seven “Cs” of a message

- Clear
- Concise
- Concrete
- Correct
- Coherent
- Complete
- Courteous

Difficult Dialogues/Courageous Conversations

Performance Evaluations/Performance Management

- Facilitators presented three different scenarios with recommendations for improving the employee performance evaluation process and experience. Examples included a range of possible situations – from positive, mature colleague interaction during times of performance review, to humorous examples of “how to” reach a colleague for impactful improvement. A third example included a professional, thorough and itemized process for evaluating unacceptable performance, creating support mechanisms and illustrating an outcome of employee separation (slides and checklist?)

Leadership and Personality

Dr. Eigel reviewed the “global results”/personality types from the golden personality type profile, the meaning of type indicators, the strengths of each, and the importance of considering these personality traits when communicating with others. This was Dr. Eigel’s fourth visit to our LDI session.

- E or I, how you are energized
- S or N, how you take in information
- T or F, how you make decisions
- Z or A how you approach life or change

30-Day Challenge

- Take one minute per day, at the beginning of each day, to reflect on your profile and areas of identified growth.
- Read one section of the profile.
- What did you learn? How are other people different?
- Use this report REfine your understanding, not DEfine who you are.

Participants developed a Growth Statement to work on a selected area of growth.