

## FY08 Staff Development Grant Report

### Overview

The Staff and Leadership Development Steering Committee applied for and received \$100,000 in Initiative Fund money to seed campus-based staff development efforts in FY08. Staff from colleges, universities, and the Office of the Chancellor, were invited to apply for up to \$5,000 to be used for a variety of staff development efforts throughout the Minnesota State Colleges and Universities. A total of 21 grants were awarded. Project leaders included 16 human resources staff and 13 other campus employees.

### Impact

Two-thirds of the projects were primarily event-based, and allowed campuses to host workshops or other development sessions. A total of 1,669 people participated in these programs. The remaining third were process-based, such as a train-the-trainer program or an online orientation. A conservative estimate is that approximately 878 employees will be impacted by these projects, either immediately or in the next year. This brings the total of employees impacted by the grant projects to 2,547.

For a full list of the projects and their final reports, see:

[http://www.hr.mnscu.edu/training\\_and\\_development/2007\\_Staff\\_Dev\\_Reports/2007\\_staff\\_dev\\_grants.html](http://www.hr.mnscu.edu/training_and_development/2007_Staff_Dev_Reports/2007_staff_dev_grants.html)

### Examples of projects by priorities: <sup>1</sup>

#### 1. Articulate a development philosophy

*Hibbing Community College:* Staff development needs assessment

#### 2. Implement effective performance management systems

*Dakota County Technical College:* Evaluate campus performance evaluation system  
*Joint Project (OOC, Lake Superior, Riverland, Minneapolis, Century):* Pilot of web-based performance management system

#### 3. Develop leaders at all levels of the system

*Alexandria Technical College:* ATC Tomorrow Pathways Leadership Cohort trip to Board of Trustees meeting  
*Riverland Community College:* “Culture capsules” action learning project

#### 4. Provide system-wide training

*Southwest Minnesota State University:* Supervisory training and discussion series  
*Century College:* Online D2L orientation

#### 5. Provide campus-based training and leadership development programs

*Minneapolis Community and Technical College:* Staff development day expansion  
*St. Cloud State University:* Campus staff development day enhancement

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<sup>1</sup> Priorities were set by the 2006 Staff and Leadership Development Steering Committee Action Plan

*North Hennepin Community College: Job-specific orientation process*

**Evaluation of Effectiveness:**

Methods of evaluation varied from participant reaction to more sophisticated measures like action plans and client surveys. Some projects resulted in an actual product (a job-specific orientation plan or a culture capsule), but the true impact of most of these programs will not be known until participants have the opportunity to implement concepts back on the job. There are several examples, however, of follow-up and benchmarking that set the stage for future measurement.

- Several projects referenced organizational or system strategic plans as a measure of success (e.g. North Hennepin Community College's trust and respect AQIP project; Anoka-Ramsey Community College's strategic goal of being the employer of choice)
- Several projects indicated that evaluation surveys would influence future programming. If this same grant funding is available, several institutions have planned a "Part Two" to their project.
- Several projects incorporated a train-the-trainer aspect where participants will have a secondary responsibility to provide training to a wider audience within the organization.

Beyond the tangible results, project sponsors noted the positive impact on employee morale and communication. As one sponsor noted, "...the simple fact that people are having open conversation is helping to build relationships across campuses."