

Staff Development Grant Final Report

Southwest Minnesota State University

Project: Staff development day enhancement

Description: This project will bring in additional presenters for their campus staff development day, thus providing more development opportunities throughout the year.

Project leader: Deb Almer, Director, Human Resources

Award: \$2,500

Project Re-cap

This grant was to enhance our Staff Development Day budget to allow us to bring in additional speakers and/or pay for presenters for the concurrent sessions. We had our second annual Staff Development Day on May 23, 2008. Last year for our first Staff Development Day, we had one keynote speaker that we paid for and the other speaker and presenters for the concurrent sessions all volunteered their time. Food and beverages for breaks and lunch were also provided to those who attended. This year we paid for had a keynote speaker and another general session speaker and a person to provide computer training during both of the concurrent sessions. Again, we had a number of concurrent presenters who volunteered their time. The keynote speaker was Mary Jo Paloranta and her session was called “The Purpose...The Passion...The Pride...The Privilege.” The presentation covered employees’ attitude towards work and life and what the employee needed to do be successful. She was humorous and very informative and had a captive audience. The presentation was very well received and employees are still talking about it. For the second general session, we contracted with HPSS Global to do a session about wellness styles. I have attached a copy of the agenda.

Last year our budget was \$3,000 for the speaker, \$1,279 for the food and beverages, and \$100 for miscellaneous expenses for a total of \$4,379

This year our budget was as follows:

- Mary Jo Paloranta - \$4,150
- HPSS Global - \$1,400
- Computer Training - \$400.00
- Food & Beverages - \$1,437
- Miscellaneous expenses – 100.00
- TOTAL - \$7,487

Impact

Our goal was to increase the number of people that attended the Staff Development Day by offering more topics. Even though we had a good turnout last year, we wanted to get more people involved. The Day is intended for classified staff, MSUAASF and MnSCU Administrator employees. If IFO faculty signed up or asked if they could come we welcomed and encouraged their participation.

However, even though we had more people register for the day, there was less participation than last year. Unfortunately, we had a chiller line break early that morning causing a flood in our conference center which took away a large number of our employees. Also, it seemed that a number of people attended the first session and the lunch, but did not attend the second session or participate in the concurrent sessions.

Reflection

The evaluations that we received were all positive and we did not get any suggestions for changes for next year, however we will have to look at making some changes.

We will look at a different date to see if there is any other time that would work better and we will look at shortening the day. In conversations with employees, it appears that people felt that they are too busy to attend the entire day.

Even though I personally was disappointed with the turnout, it still was a very rewarding day for those who could participate. They had a number of great opportunities to choose from and we have found that we will need to offer some more computer training, as that was a very popular choice. We have made arrangements for the person we hired for the computer training to offer some more classes throughout the summer months and then again this fall for faculty.