

## FY09 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 FY09. 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 system. A total of 22 grants were awarded. Project leaders included 15 human resources staff and 17 other campus employees.

### Impact

The majority of the projects were event-based, allowing campuses to host workshops, training, leadership development, or other development sessions. A total of 1711 people participated in these programs. One campus surveyed their employees, with a total of 375 respondents. In addition, one campus held diversity events that did not require registration, so those numbers are not known. This brings the total of employees impacted by the grant projects to at least 2085.

For a full list of the projects and their final reports, [Ctrl + Click here](#).

### Examples of projects by priorities: 1

#### 1. Articulate a development philosophy

**Southwest Minnesota State University:** Using LeaderFISH program/philosophy for staff to gain understanding of their role in the campus and promoting the idea that all employees are valued.

**Bemidji State University/Northwest Technical College:** Employee engagement survey focusing on three areas: Creating Greater Trust in Leadership; Improving Manager/Staff Relationships; Development Opportunities

#### 2. Implement effective performance management systems

**South Central College:** Workshops on performance management for supervisors; monthly topical follow-up lunch meetings

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

**Alexandria Technical College:** ATC Tomorrow Pathways Leadership Cohort III – Introduction to Strengths and Discovering Your Talent. This training is a follow-up from previous training.

**Lake Superior College:** LSC Leaders - cohort-based leadership program for small number of employees dedicated to the development of extraordinary leaders. A second cohort is being planned.

#### **4. Provide system-wide training**

**Minnesota State Community & Technical College:** Behavior intervention training to enable staff to deal with difficult situations involving students and/or guests on campus. Training was offered to staff on all four MSCTC campuses as well as MSU Moorhead

**Winona State University:** Development of Lean in Higher Education, focusing on adapting Lean principles to higher education. The program has since been offered throughout the state, with 78 staff from throughout the system attending.

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

**Anoka-Ramsey Community College:** Level II of service-related program – Attitude is Everything - for all employees. All sessions are placed on D2L to increase availability to staff.

**St. Cloud Technical College:** Diversity events with a wide range of topics, offered in a variety of formats, including performances, jazz/spoken word ensemble, panel discussions and lectures.

#### **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 (job-specific training 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 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.
- Many projects focused on the themes of getting the most “bang for their buck” – offering training and information to as many staff as possible, in many cases utilizing alternate delivery methods such as D2L, ITV and WebEx.

This year’s grant awards recipients focused on directly impacting employees at all levels through development. Project sponsors noted a variety of ways these funds were able to develop employees at their campuses; also of note were comments on how developing staff paid off with a morale boost.

- “We continue to look for ways to make the techniques learned a part of our college culture”
- “The level of participation in the survey reflects the desire of faculty and staff to be asked for their input...to enhance the learning climate and employment climate ...”
- “Through our project, we learned that college staff value the opportunity to seek professional development via “ready access”.
- “People started to realize this was an actual benefit to every day decision making, delegation of work, work completion, etc.”
- “The positive outcome has also gained the attention of many supervisors and administrators who see value in offering additional development opportunities...”
- “This annual event allowed employees to have the opportunity to gather together and become a campus family again. We cannot overlook how important that is.”

1 Priorities were set by the 2006 Staff and Leadership Development Steering Committee Action Plan

*6/27/2008- Staff and Leadership Development Steering Committee  
Minnesota State Colleges and Universities*