

AQIP Project Commitment Declaration

Institution: Purdue University Calumet

Planned project completion date:

Target project completion date: March 24, 2006

Actual project completion date:

A. Give this Action Project a short title in 10 words or fewer:

Establish a System for Supporting Faculty and Staff Excellence

B. Describe this Action Project's goal in 100 words or fewer:

The University's goal of valuing, supporting, and achieving excellence encompasses three related concepts -- satisfaction, capacity, and development - for two diverse groups of the University -- faculty and staff. This project requires designing different approaches to reach relevant target goals for each group. A collaborative planning process will be used to design and implement an integrated system for promoting faculty and staff excellence. This system will include the creation of programs and activities supporting professional development.

C. Identify the single AQIP Category which the Action Project will most affect or impact:

Primary Category: Valuing People

D. Describe briefly your institution's reasons for taking on this Action Project now -- why the project and its goals are high among your current priorities:

This project is vital to achieving Purdue University Calumet's overall strategic plan. The first and main goal of the University is to expand access to student learning and to improve the level of student success. The University depends on the knowledge, skills and abilities of the faculty and the staff to reach this mission-critical goal of the University.

E. List the organizational areas - institutional departments, programs, divisions, or units -- most affected by or involved in this Action Project:

- Chancellor and vice chancellors--Senior Leadership Team
- Academic deans; academic and administrative department heads
- Managers and supervisors
- Human Resources Office (including training personnel)

F. Name and describe briefly the key organizational process(es) that you expect this Action Project to change or improve:

- Recruitment and hiring processes
- Orientation
- Training and professional development
- Performance assessment process
- Reward, recognition, and motivation
- Faculty and staff well-being and satisfaction determination processes

G. Explain the rationale for the length of time planned for this Action Project (from kickoff to target completion):

An inclusive approach should be utilized throughout this project. This ensures all areas of the faculty and staff are represented and engaged in the process of building the system for valuing people and the processes that comprise this system.

Clearly identify the connection between this project and project #1. (Once it is clear how student success is defined, the necessary knowledge, skills, and abilities of faculty and staff can be identified and analyzed).

This project should be connected to the work of the Professional Development Center Committee.

This project should be connected to and aligned with the Performance Review process recently established by the Chancellor.

This project should be connected to the Rewards, Recognition, and Motivation Committee being formed to review current recognition events held on campus for faculty and staff.

H. Describe how you plan to monitor how successfully your efforts on this Action Project are progressing:

- Number and percent of successful searches (success=meeting affirmative action goal; finding best fit candidate) for faculty and staff
- Faculty and staff satisfaction measures
- Number and percent of faculty and staff engaged in professional development programs and activities
- Number of faculty involved in innovation of teaching

I. Describe the overall "outcome" measures or indicators that will tell you whether this Action Project has been a success or failure in achieving its goals:

- Faculty and staff satisfaction and well-being
- Student perception of faculty and staff expertise
- Application of learned skills
- Quality of new hires
- Participation rates in faculty and staff development activities

J. Other information (e.g., publicity, sponsor or champion, etc.):

Collect data (using an inclusive process) to determine the baseline for each of the following: faculty and staff satisfaction and well being; faculty and staff capability; and faculty and staff skill development needs. Benchmark other institutions' best practices for valuing faculty and staff. Plan the design of a system for valuing people (using an inclusive process). Begin to pilot test various processes within the larger system. Evaluate effectiveness of the system and its processes and modify as appropriate. Launch the system.

Last Action Project Update:

A. Describe the past year's accomplishments and the current status of this Action Project.

This Action Project was submitted to AQIP in June, 2002. During the past two months, a Professional Development Center Committee has been created. The Committee represents faculty, professional and clerical staff members. The Committee is learning more about the history of faculty development at Purdue University Calumet, including the establishment of a faculty academy. They are also learning about the 2001 Strategic Plan's emphasis on faculty and staff development. The AQIP Action Project description is being shared with the Committee. Initial benchmarking of other institutions' best practices in professional development is an initial committee assignment.

B. Describe how the institution involved people in work on this Action Project.

The implementation of Purdue University Calumet's Strategic Plan and the aligned AQIP Action Projects is taking place through broad-based, cross-functional committees of faculty and staff. The Vice Chancellor for Academic Affairs leads the initiative to create a Professional Development Center. The work of all the committees involved with implementation of the Strategic Plan and its aligned AQIP Action Projects is shared periodically through a monthly meeting of all deans, directors and department heads (about 60 people). This group represents the campus leadership.

C. Describe your planned next steps for this Action Project.

The committee described above is studying the Purdue University existing system of professional development that is currently decentralized, following the university's organizational structure. The committee needs to look at how systemic professional development could occur on this campus. How do other campuses organize themselves for capacity building of faculty and staff?

D. Describe any "effective practice(s)" that resulted from your work on this Action Project.

This Action Project is in its early stages of development.

E. What challenges, if any, are you still facing in regards to this Action Project?

The above committee will make recommendations on the organizational structure and staffing of a Professional Development Center. These recommendations are due in November, 2002. Time is short, and the committee is meeting frequently to learn more about the issues, learn from other institutions, in order to draft recommendations.

F. If you would like to discuss the possibility of AQIP providing you help to stimulate progress on this action project, explain your need(s) here and tell us who to contact and when?