

Determining Need for Leadership Development Programs at Rutgers-Camden

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Project Description

Currently, there are several faculty and staff development programs provided through New Brunswick/central university administration that are not fully accessible/open to participation by faculty and staff on the Camden Campus, including RLA. Our project would assess the faculty and staff development needs of the Camden Campus, survey the existing faculty and staff development programs provided by the university, including those currently open and accessible to the Camden Campus and those which are not, and determine how best to fill existing gaps in this faculty and staff development programming on the Camden Campus.

Rutgers Camden Staff and Faculty Demographics

- 145 Technical/Maintenance
- 211 Administrative Support/Entry level positions (grade 3/4)
- 200 Mid Level (grades 5,6,7)
- 35 Senior Management (grades 8/9)
- 325 Faculty
 - University Professor- 2
 - Distinguished Professor-10
 - Full Professor- 95
 - Clinical Professor (Full, Asst. or Assoc. level)- 27
 - Associate Professor - 73
 - Assistant Professor - 73
 - Assistant Teaching Professor- 21
 - Teaching Professor -12
 - Librarian- 12
- 474 PTL

Staff Professional Development Offerings @ RU-Camden

2017-2018

- IT
 - Microsoft Office series
 - SAKAI
- Human Resources focused
 - Dealing with Difficult Employees
 - Supervision 101
 - Search Committee member training
 - Diversity and Inclusion

2018-2019

- IT
 - Microsoft Office series
 - SAKAI

Rutgers University Professional Development (Staff)

Additional Offerings

- Office of Organizational and Developmental Leadership
- Cornerstone Trainings

Offered through University Human Resources

- Management Development Curriculum
- Supervisor Essentials Certificate
- Communicator Certificate Program
- Global Ally Certificate

Staff Reflections

“I support staff and faculty but know I can do a better job if I understood more about the University as a whole.”

“My department relies on webinars for PD and I don’t think I know as much as a I should....about higher ed, about Rutgers, or about my work.”

“I want to stay at Rutgers and grow in my current position but don’t know how to that. A leadership program that will help me understand the dynamics of how my work interfaces with other offices and other institutions.”

“It’s unlikely that a new position will open up for me here but I want to learn more about how to do my job better.”

Managers Reflections

“I want my team members to have a deep understanding of how their work impacts the institution as a whole and how to leverage their skills to make an difference in the lives of students and institutional culture.”

“I need my staff to perform at a high level...I need them to run effective meetings, understand budgeting, be effective collaborators, and push my agenda forward.... I would release a staff member to participate in a leadership development program if the program outcomes increase the skills o

“I believe that I train my staff well and they are proficient in their jobs. I do know that most of them will work here for a few years and move on to higher level positions and would support a program to help them do so.”

Faculty Professional Development Programming

NEW BRUNSWICK/RBHS

- ❖ RLA
- ❖ RCN
- ❖ OASIS
- ❖ PECE
- ❖ ALP
- ❖ CTAAR
- ❖ Writing Retreats
- ❖ Common Interest Groups
- ❖ Individual Mentoring
- ❖ RBHS Mentoring Program
- ❖ Participation in ELAM/HERS/Big Ten Academic Alliance (external program)

NEWARK

- ❖ RCN
- ❖ P3 Collaboratory
 - Academic Conferences
 - Dissertation Boot Camp
 - Grant Workshops
 - ACUE certification program
 - Informal Writing Groups
 - Chancellor's Fellowship
- ❖ NCFDD (institutional membership)
- ❖ iCORE (NSF program)
- ❖ Chancellor's Seed Grant Program

CAMDEN

- ❖ RCN (located in New Brunswick, but open to Camden)
- ❖ OASIS (cohort Fall 2018)
- ❖ NCFDD (institutional membership)
- ❖ CIED mini grants
- ❖ iCORE (NSF program)
- ❖ Writing Retreats
- ❖ Civic-Engagement Faculty Fellowship
- ❖ Digital Teaching Fellows Program
- ❖ Experiential Learning
- ❖ Lunch & Learn Series

Faculty Professional Development Needs @ RU-Camden

- ❖ Grant Writing Workshops/Grant Application Support/Grant Funding
- ❖ Book Development Workshops
- ❖ PECE (local cohort)
- ❖ Broader Mentoring Support
- ❖ Writing Accountability/Common Interest Groups/Networking Support

Professional Development Recommendations @ RU - Camden

- ❖ RLA is NOT RECOMMENDED for our campus
 - LIMITED potential impact
 - UNLESS small pilot for a targeted population

- ❖ What is RECOMMENDED for our campus?
 - Funding for participation in external leadership development programming (e.g., HERS, ELAM, etc.) OR continued participation in NB RLA (for those able to travel)
 - OASIS (continue local cohort)
 - PECE (offer local cohort)
 - Additional support for research/scholarship/publications (e.g., book publishing/grant writing workshops, writing accountability/interdisciplinary interest groups)
 - Continued pedagogical support through Lunch & Learn model
 - Succession planning

References

- <https://uhr.rutgers.edu/professional-development-opportunities>