At this institution, we discuss and debate issues respectfully to get better results 46%

There's a sense that we're all on the same team at this institution. 29%

I have completed an individual development plan. 18.6%

The current performance management process is not valuable to me 60%

Our orientation program prepares new faculty, administration and staff to be effective. 30%

Professional Development Plan 2017-2019

Engagement
- Staff & Faculty Development
  - Mindfulness
  - Building Work-Life Balance
  - Time Management
  - Resiliency
  - Organization Experts
  - Happiness Advantage
  - Communication
- Leadership Development
  - Emotional Intelligence
  - SLP2
  - Community Building (with Diversity Council)
  - Race and Equity Initiative (with OMAD)
  - Building a Positive Work Culture
  - Team Development
  - Strength Finder
  - Liberating Structures
- Manager Development
  - Master Process Planning
  - Individual Development Plans
  - Succession Planning
  - 360° reviews (ongoing)
  - Recruitment/Hiring Practices
  - Meeting Management
  - Best Practices for Onboarding
  - Supervising Student Staff
  - LEAN and Process Improvement
  - MBTI
  - Conflict Management

Performance Management
- Giving and Receiving Feedback
- Career Planning/Transition
- Recognition
- Individual Development Plans
- Promoting Accountability
- Stay Interviews
- Retention

Onboarding
- New Staff Orientation update
- Workday Training
- One UW
- In-person 30-60-90 days
- Best Practices for Onboarding
- New Managers Training
- Faculty
- Workday Training
- In-person Fall orientation
- Interfolio Introduction

Skills
- Excel, SharePoint Trainings
- Workday Trainings
- Promotion & Tenure Seminars
- Promotion and Tenure Interfolio Trainings
- International Scholars
- Workday Mobile Support Unit
- Customer Service Excellence

Benefits
- Open Enrollment Presentation
- Retirement Presentations
- Homestreet Bank Appointment
- Fidelity Consultations
- TIAA Consultations

Required
- Prevention of Sexual Harassment
- Ethics
- Safe Campus
- Asbestos (online)
- Lifting (some jobs)
- Reporting Suspected Child Abuse or Neglect

Learning groups
- Evaluation. Application to the work. Advisory groups.