

iSchool Assembly

May 5th, 2023



COLLEGE OF
INFORMATION
STUDIES

Agenda

- Call to order
- Review and approval of minutes from April
- Review and approval of this agenda
- Dean's Update [Keith]
- Faculty/Staff Awards [Keith]
- CLOC Management Training Program [Dave, Addrienne]
- Nominating Committee [Katie S., Renee, Jeff]
- Commencement [Sarah]
- APIDA Heritage Month [Sareil]
- Announcements



Dean's Update

Dean Marzullo



Faculty/Staff Awards

Keith



CLOC Management Training Program

Dave, Addrienne



Excellence in supervision @ UMD

Supervisor training and development

Adrienne Hamcke Wicker, Ph.D.
May 5, 2023



FEARLESSLY FORWARD

IN PURSUIT OF EXCELLENCE
AND IMPACT FOR THE
PUBLIC GOOD

THE UNIVERSITY OF MARYLAND
STRATEGIC PLAN





FEARLESSLY FORWARD

THE UNIVERSITY OF MARYLAND
STRATEGIC PLAN

February 1, 2023

Dear University of Maryland faculty and staff,

The University of Maryland's strategic plan, *Fearlessly Forward*, boldly commits to making new and sustained investments in our people and communities. Since *Fearlessly Forward* launched in February 2022, the university has made historic investments in our people and communities, from compensation to family care to mental health and well-being.

University staff play a vital role in achieving our university's mission and are valued members of our community. With this in mind, campus leadership asked the Center for Leadership & Organizational Change (CLOC) and the Office of Institutional Research, Planning and Assessment (IRPA) to collect input from staff about their work life experience.

Last summer, we sought staff feedback through a survey, idea booths and campus conversations. We appreciate our staff's participation in these important initiatives, which gave us invaluable insight into their perceptions of the current state of the workplace and ideas for investments to make work life better. We were pleased and encouraged with the level of staff engagement in these community input activities.

We are pleased to share with you the [findings from this work](#). Among the highlights, we have learned that our staff are interested in:

- creating more opportunities for career advancement;
- recognizing staff contributions in new and meaningful ways; and
- developing more opportunities for staff and supervisors to learn and grow professionally.

Additionally, we found that our staff want us to continue to advocate for competitive pay and quality of benefits, continue flexible work options, and ensure diverse perspectives and identities are welcomed at work. Staff are seeking more support from supervisors and asking for more resources to support their contributions.

We understand how important input and collaboration are and as we continue to build out initiatives to be responsive to staff needs. This semester, after carefully considering our staff's valuable feedback, we are committing to taking action. We are starting that work by creating the following:

- *Career Pathways Work Group*: A staff-driven work group to develop and expand pathways and opportunities for staff advancement and professional development.
- *Staff Innovation Awards*: A new Staff Innovation Awards program that recognizes staff with cash awards for innovative and impactful contributions to the well-being and advancement of our people and communities.
- *New and Expanded Supervisor Training*: Professional development training for managers and supervisors on providing effective and inclusive supervision, cultivating positive work climates and supporting professional growth of employees.

We also understand and recognize that work flexibility is important to our staff. We are committed to working with campus leaders to explore possibilities that balance flexibility with our commitment to achieving the mission of the university.


In addition to work flexibility, staff placed a high value on competitive salaries and benefits. We are committed to conducting a compensation survey that considers issues of market, salary competitiveness, and equity. We will continue to advocate for increased pay and benefits during the 2023 legislative session.

This is only the beginning. We will share more information about these initiatives as they move forward. In addition to these new commitments, units across campus will continue to make investments in new positions and initiatives to support professional development, inclusion and a positive work environment.

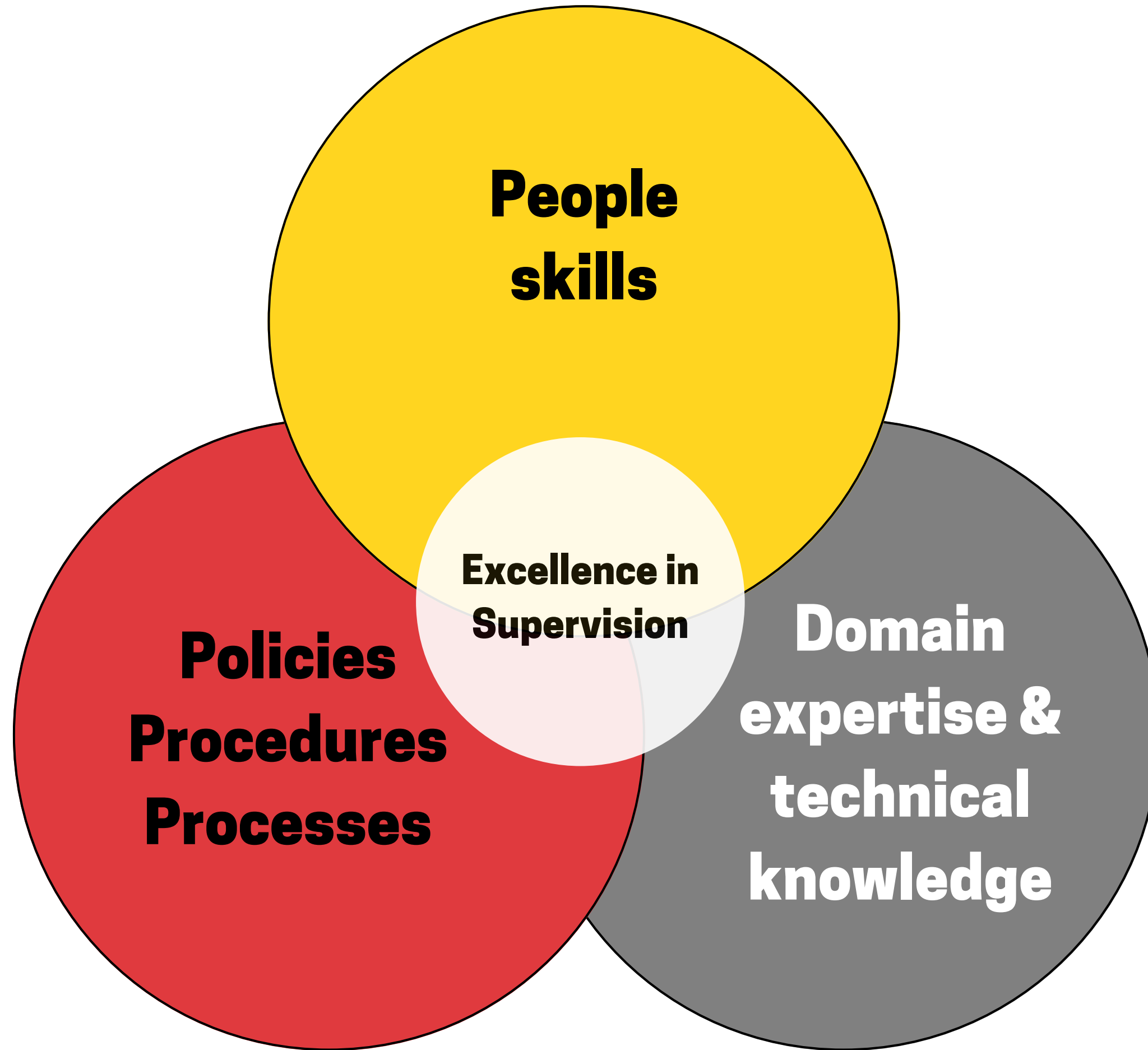
We are united in our commitment to continue to invest in our people and communities.

New and Expanded Supervisor Training

Professional development training for managers and supervisors on providing effective and inclusive supervision, cultivating positive work climates, and supporting professional growth of employees.

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**Excellent
supervisors have
knowledge, skills,
and abilities in three
primary areas.**



**People
skills**

**Policies
Procedures
Processes**

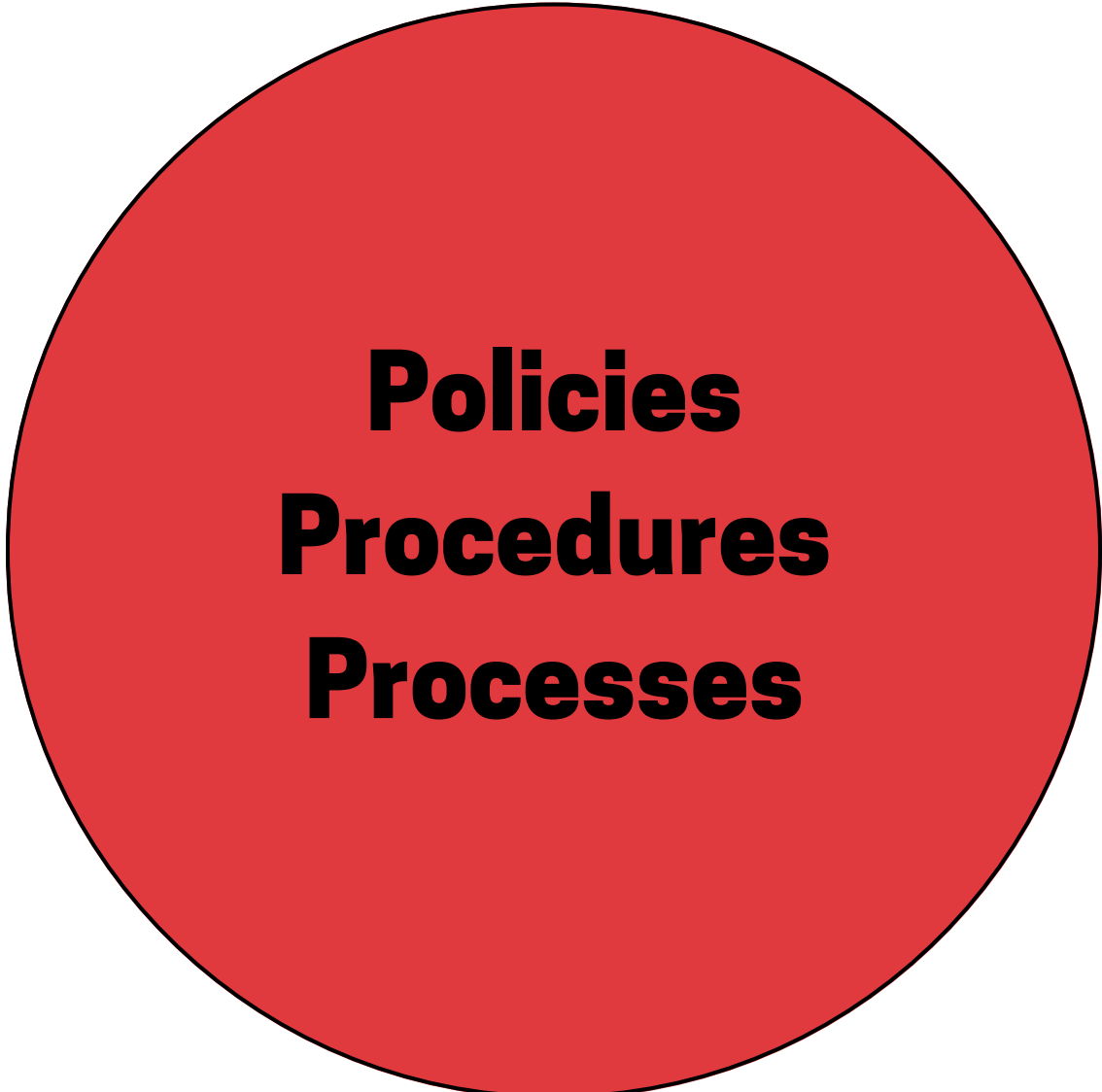
**Domain
expertise &
technical
knowledge**

**Excellence in
Supervision**



**People
skills**

- **Creating and sustaining an inclusive workplace**
- **Growing and developing others**
- **Fostering healthy relationships**



**Policies
Procedures
Processes**

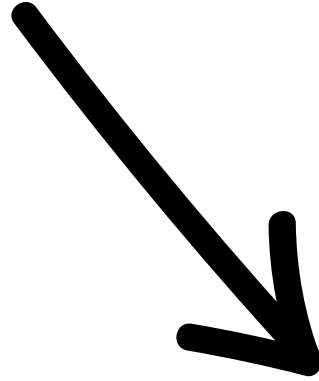
- **Understanding institutional context**
- **Supporting employees from entry through exit**
- **Facilitating excellent work**
- **Growing and developing your organization**



**Domain
expertise &
technical
knowledge**

- **Succeeding in your division, college, or school**
- **Knowledge and skills relevant to your particular workplace and job**

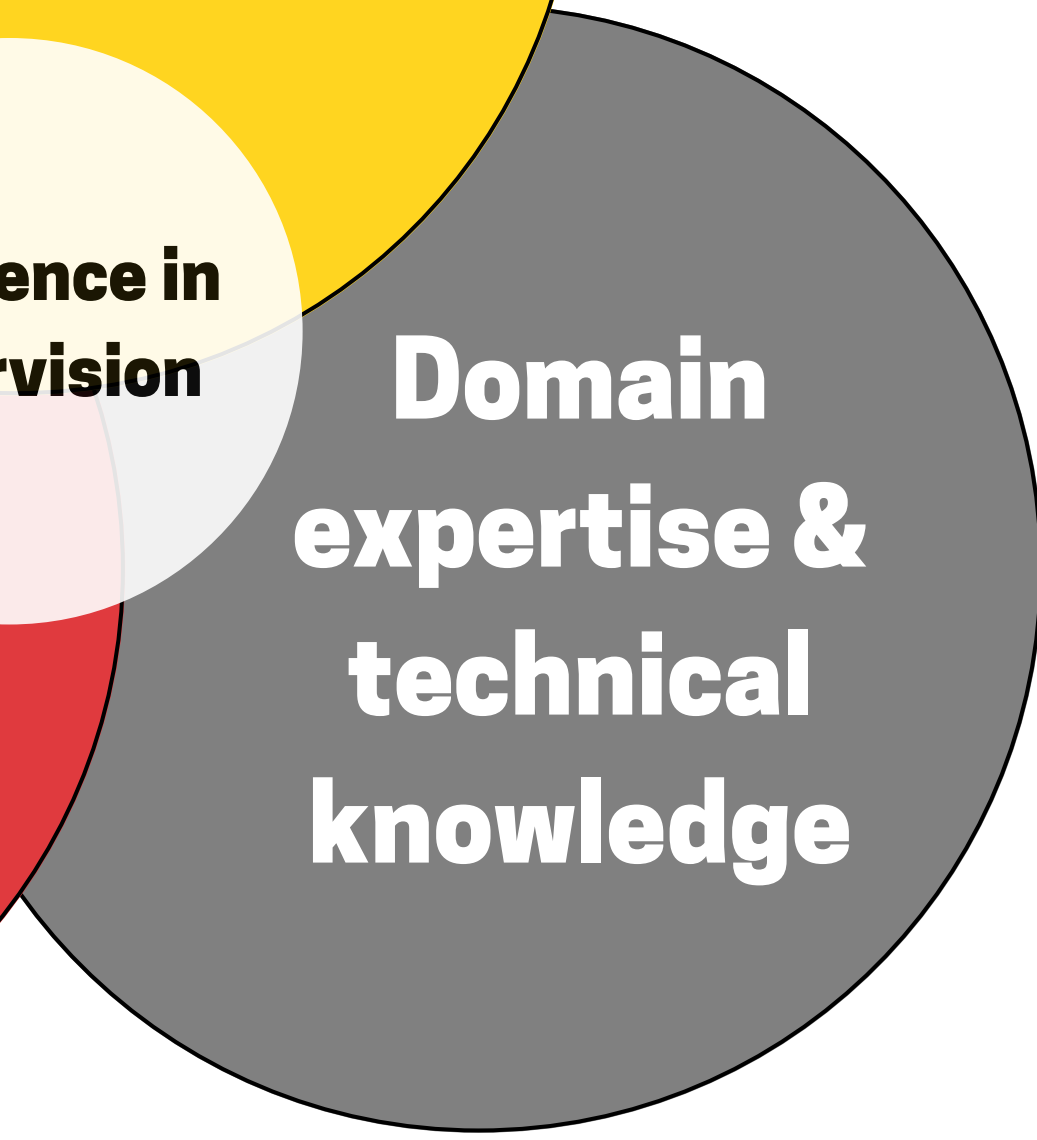
Content designed and delivered centrally for campus-wide reach and consistency



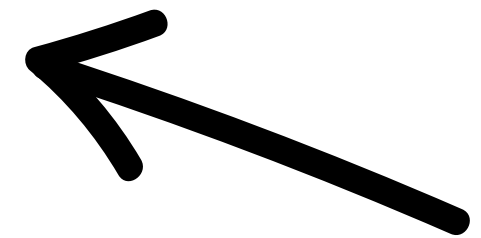
People skills

**Policies
Procedures
Processes**


**Excellence in
Supervision**



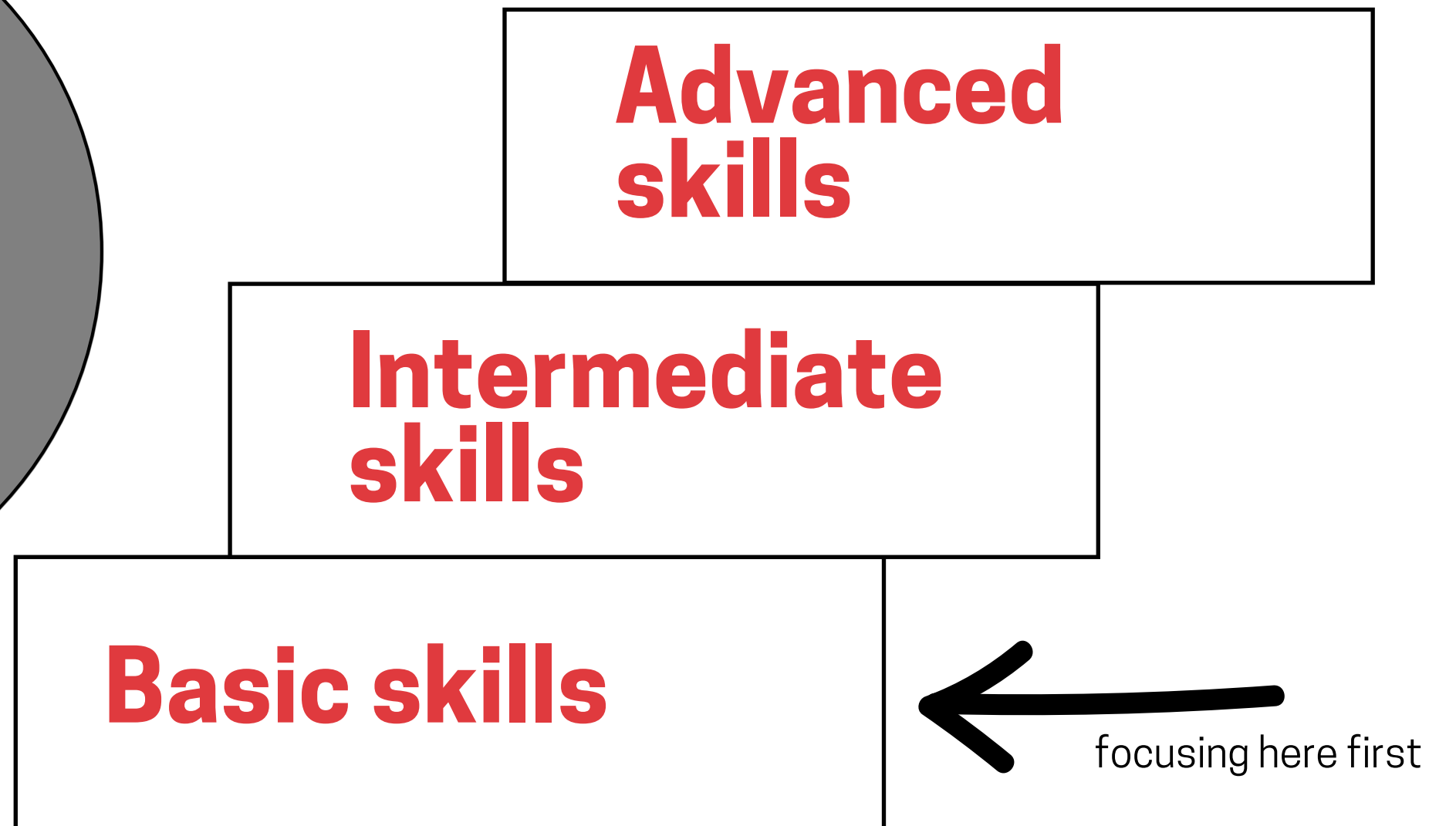
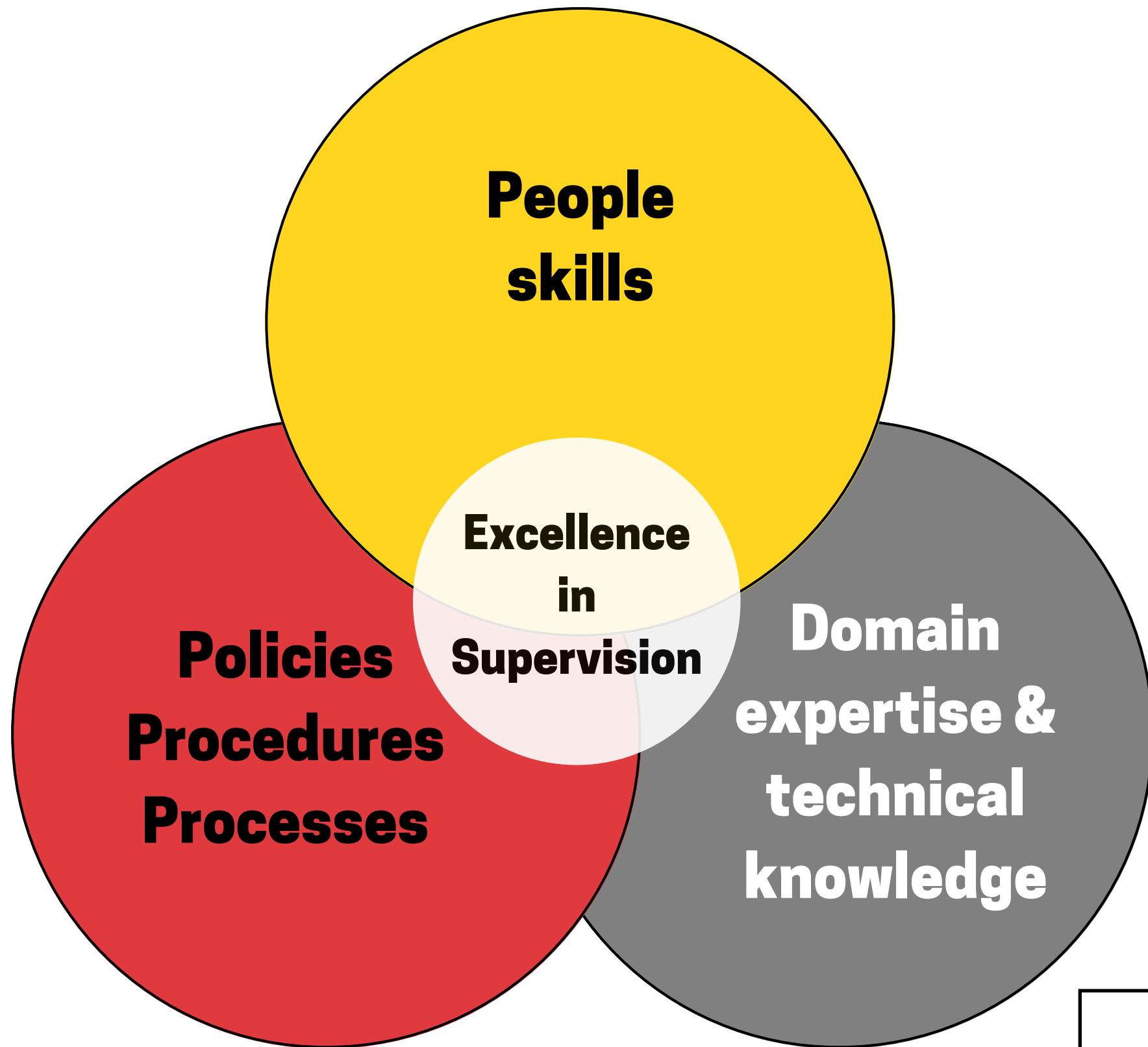
Domain expertise & technical knowledge




Content designed and delivered locally

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**Excellence in
supervision is
achieved through
continuous learning,
development, and
application.**



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**Let's invest in our
supervisors with
microcredentials.**

Microcredentials & Badges

"Microcredentials represent educational achievements that convey the learning or mastery of specific skills or competencies. A badge is a digital representation of the completion of a microcredential, in much the same way that a diploma is a physical representation of the completion of a degree program."

badging.umd.edu



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**Let's start with a
pilot.**



iSchool



**University
Relations**



**Residential
Facilities**

Timeline

using ADDIE learning design model

Analysis



April
2023

Design



May-July
2023

Development



Aug-Dec
2023

Implementation



Jan-Apr
2024

Evaluation



May-July
2024

Campus Launch



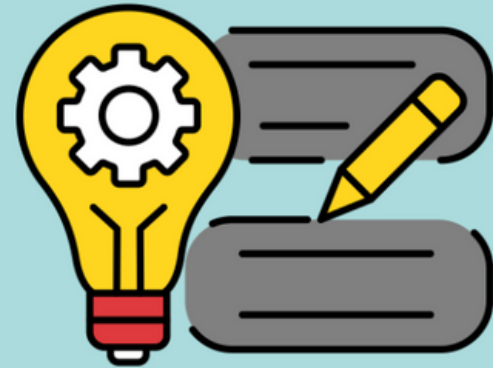
late Sept.
2024

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What's next?

next week

What is excellence in supervision?



Brainstorm session

What do excellent supervisors know and do?

Join your iSchool colleagues for a virtual brainstorming session.

Pick one!

Wednesday, May 10 | 1-1:45pm | [Register](#)

Thursday, May 11 | 9-9:45am | [Register](#)



Have your smartphone + pen and paper handy.



Input from these sessions will inform the design and delivery of a campus-wide supervisor training program.

[Register for Wednesday session](#)

or

[Register for Thursday session](#)

Nominating Committee

Katie S., Renee, Jeff



Commencement

Sarah



Spring 2023 Commencement Luncheon

- When- NEXT FRIDAY, May 12th 12pm
- Where- 0300 INFO Commons
- RSVP NOW: <https://go.umd.edu/2023INFOluncheon>
- RSVP IS REQUIRED. RSVP BY MAY 5th
- Lunch and talk with Dan Ennis
 - Faculty, staff and student leaders are invited to attend and celebrate with our keynote speaker.



Spring 2023 Commencement

- When: Monday, May 22nd 4pm-6pm - Xfinity Center
 - Staff helper arrival 2:00pm
 - Faculty and graduate arrival 3pm
 - Robing room = Media Room near the entrance to Xfinity Floor
 - Faculty/Staff Parking will be available in Lot UU with parking pass that can be picked up from Sarah. You are also welcome to park where you normally park and walk. Driving on campus will be difficult. All parking is free on Commencement days. PLEASE PLAN ACCORDINGLY. TRAFFIC WILL BE HEAVY
 - Student Check-In 3pm in Pavilion Gym



Needs:

- Staff
 - Will be needed beginning at 2pm
 - Check-in students, help them get to Xfinity floor and appropriate seating area.
 - Place programs on chairs for faculty and students
 - Greet family and friends- assist in program distribution
- Faculty
 - Keith has reached out to some faculty for participation in Main Ceremony. This will become a rotating expectation for future years. Everyone else should plan to be part of the processional or platform party.
- Everyone's positive energy. This year is going to look different and we're on a VERY strict timeline to accommodate the University's Main Ceremony.



What's My Role?

- Platform Party- consists of Deans, PhD Advisors, Program Directors, Name Readers. Sit on the stage! Hood the PhD grads! Read some names! SMILE!
- Faculty- participate in processional and the pomp in your regalia (or rented regalia)☺ Clap loud for the graduates!
- Staff- logistics: check-in students, provide directions, greet family and friends, make things run smooth. Cheer for the grads!
- THIS IS A TRUE TEAM EFFORT.
 - If you do not plan to attend Commencement, please let Sarah and Keith know as soon as possible.



Other Important Notes:

- We are NOT ticketing guests.
- Students who completed RSVP will receive all future logistics communications. They've received round 1. If they haven't encourage them to check their email
- Questions from students and parents? Direct them to ischoolevents@umd.edu
- Questions?



APIDA Heritage Month

Sareil



Announcements

- Lunch: 11:30am to 1:00pm Hornbake Room 0300, iSchool Commons
- The APT meeting will begin at 1:00pm, Charles Carroll Room 2203K, Stamp Student Union
- The INFO Staff Meeting will begin at 1:00pm, Hornbake Room 0300, Commons Area

