

An Action Plan to Adapt Professional Development Programs to Meet Diverse Campus Needs

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Objectives

- Highlight desirable FDP characteristics
- Provide information about the relationship between demographics and campus cultures
- Introduce an action plan

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Key Characteristics Participant Needs

- **Flexibility-** to address different learning styles, time availability, specific needs of professional in terms of program content
- **Motivation-** to allow for individual attitudes and motivation strategies

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Key Characteristics Program Support

- **Funding-** to adequately support the programs
- **Incentives-** to increase participation in programs
- **Campus-wide Initiative-** to elevate program as campus priority

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Key Characteristics Communications

- **Clear Communications-** to maintain visibility during design and implementation
- **Human Element-** to increase awareness of students as individuals with diverse needs
- **Feedback Strategies-** to collect input or feedback through a variety of means, including focus groups, surveys, web based discussion, and interviews

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Key Characteristics Campus-wide Involvement

- **Partnerships** - to develop collaborative partnerships with all related campus units
- **Administrator Training** - to recognize student needs and other issues involved with equal access
- **Involve All Stakeholders** - to engage faculty, students, administrators, staff, tech support, and the center for students with disabilities
- **Administrative Priorities** - to address and craft solutions that affect administrative priorities

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Demographics – Identify Participants

- ❑ Faculty member
- ❑ Academic technology professional
- ❑ Staff member
- ❑ Faculty development professional
- ❑ Disabled student service provider
- ❑ University administrator

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Demographics – University Mission

- ❑ Educate a student population of unprecedented **diversity**
- ❑ Create and maintain an environment for learning that promotes respect for and appreciation of **scholarship**
- ❑ Engage in high quality **research** and creative activity in all disciplines
- ❑ **Prepare** students to find their place in a complex, changing world
- ❑ **Enrich** the social, cultural and intellectual fabric of the campus

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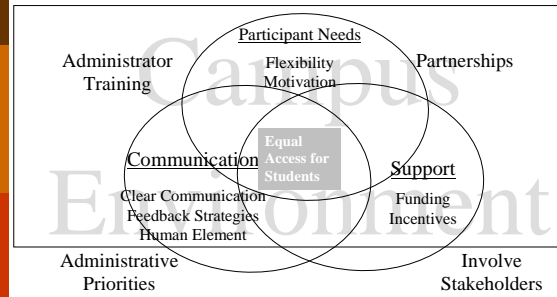
Campus Cultures

- ❑ Dominant Characteristics
 - ❑ Organizational Leaders
 - ❑ Management of Employees
 - ❑ Organization Glue
 - ❑ Strategic Emphases
 - ❑ Criteria of Success
- ❑ Clan
 - ❑ Adhocracy
 - ❑ Market
 - ❑ Hierarchy

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The Overlap



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An Action Plan

Key Characteristics of a Professional Development Program

	1. Feasibility	2. Motivation	3. Funding	4. Incentives	5. Computer-Aided Initiatives	6. Clear Communication	7. Human Element	8. Feedback Strategies	9. Partnerships	10. Administrator Training	11. Involvement of Stakeholders	12. Administrative Priorities
Preferred Characteristics by Job Description												
Faculty members		✓		✓		✓			✓			
Preferred Characteristics by Campus Mission Focus							✓	✓				✓
Diversity												
Preferred Characteristics by Dominant Campus Culture Type												
Clan		✓	✓	✓		✓						

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