

Staff Participation in Strategic Planning and Management

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Who We Are

Stefanie Carter, Ed.D.

- Nova Southeastern University, Dr. Kiran C. Patel College of Allopathic Medicine
- Interim Assistant Dean, Faculty Affairs and Faculty Development
 - Faculty Affairs – Recruitment (faculty +Staff), M&P, Lifecycle/Flourishing; Faculty Development; Accreditation; Strategic Planning; Affiliations; HR; Events; Marketing/Branding
- Nontraditional path – move from professional staff to administrative faculty

Katie Maietta, MPPM

- University of Pittsburgh School of Medicine
- Executive Director, Office of Medical Education
 - Strategic and operational planning for OMED, SP Program, and UME program : HR, Finance, Facilities Management, Curriculum Review, Accreditation
- Strong focus on staff engagement in day-to-day operations and big picture planning as part of continuous quality improvement of department and programs

Staff Participation in Institutional Operations and Planning

Perspective from Established School

- Pushing against longstanding norms, working within your means, staff led
- Curriculum Reform - Three Rivers Curriculum
 - Pushed to have staff as active participants in working groups
 - Equal representatives of faculty, staff, and students on steering committee and leadership group (1 vote for each group, plus community members)
- Check-Ins
 - Biweekly check-ins with just staff following AAR format – suggestions/concerns pushed to leadership for response
- Mid-Year Reviews
 - Staff review department/leadership
- Development Sessions
 - Monthly development sessions to either grow staff and/or build on suggestions
 - Values, 2.4: Staff Edition, SOPs

Staff Participation in Institutional Operations and Planning

Perspective from New School

- Opportunities to change the traditional approaches/norms
- Inclusion
 - Representation as voting/non-voting members on committees
 - Inclusion in strategic planning collaborative events
 - Potential to develop staff council with improved engagement
 - Staff invited as appropriate to participate in working groups
- Annual Reviews
 - 360 evaluations in consideration to review department/leadership
- Recognition
 - Development of additional awards and recognitions
- Development
 - Staff can request support to attend development workshops/conferences

But What's Next?

Struggles

- Culture Change
- Voice/Buy-in
- University vs Hospital System/Other Affiliations
- A constant work in progress

Opportunities

- S.P.A.C.E
- Ways to engage staff
- Ways to recognize staff
- Coaching, mentoring, sponsoring (faculty:staff)

Discussion

Are staff involved in your strategic plan?

Have you done anything unique to involve staff or recognize their work?

Does your school have a staff council/governance?

Are staff involved in committees (active participants)?

Do professional staff know how to get involved in national groups/events?