

Welcome to the ADVANCE Winter
Quarterly Leadership Workshop

**“Navigating Departments
through Generational
Differences”**

March 12, 2012

Agenda

10:00 – 10:10: Welcome

**10:10 – 10:20: Spring 2011 & Fall 2011 Workshop
Follow-Up**

10:20 – 11:15 : Panel Presentation & Discussion

11:15 – 11:45: Facilitated Small Group Discussion

11:45 – 12:30: Networking Lunch

Spring Workshop Follow-Up

- Topic: Coping Creatively with Limited Resources
- Summary of challenges and solutions brainstormed:
<http://www.washington.edu/discover/leadership/provost/initiatives/2y2d/plan/practices>
- Activities and Improvements Searchable Database:
<https://depts.washington.edu/uw2y2d/sharing/index.php>

2Y2D Database

UW Activities & Improvements

Sharing Ideas for Teaching, Learning, Research, and Administration Across the UW

Browse the database for creative and practical ways members of the UW community maintain and enhance quality in their units. These activities illustrate the principals and goals of the Provost's *Two Years to Two Decades (2y2d) Initiative*.

If you are interested in working on similar activities, the [Organizational Effectiveness Initiative](#) under the 2y2d Initiative provides organizational development, strategic planning and process improvement support at no charge.

Filter the results by selecting a tab or searching by keyword. Or [Add an Activity](#) from your unit.

| | | | | | | | | |
|-----|---------|------------|----------|------------|------|--------|---------|-------|
| ALL | FACULTY | CURRICULUM | STUDENTS | TECHNOLOGY | COST | IMPACT | PROCESS | STAFF |
|-----|---------|------------|----------|------------|------|--------|---------|-------|

Filter all activities by outcome:

- Decrease cost
- Increase revenue
- Invest in infrastructure
- Invest in people

Filter all activities by type:

- Academic/Curricular
- Administrative

OR Filter list by keyword: Text Fields

Displaying 1–20 of 165 results

| PROJECT NAME & BRIEF DESCRIPTION | CONTACT INFORMATION |
|---|--|
| Leadership Opportunities and Increased Campus Sustainability Through Student-Run Biodiesel Cooperative The Biodiesel Cooperative seeks to provide opportunities for engineering and business students to gain hands-on experience in an educational environment where funding for labs and ... | Pfaendtner, W. James Assistant Professor Engineering, Chemical Engineering |

Hello, kfreeman!

- ▶ [View All Activities](#)
- ▶ [Add an Activity](#)
- ▶ [View My Activities](#)
- ▶ [View Pending](#)
- ▶ [Learn More](#)

Fall Workshop Follow-Up

“Changing Student Demographics: What Going Global Means for the University of Washington”

- Compilation of workshop feedback on Benefits, Challenges, and Solutions into comprehensive document (<http://advance.washington.edu/apps/resources/results.phtml?srchType=simple&srchTxt=Student+Demographics&matchStr=yes>)
- Discussion of fall workshop feedback and international student policies with Provost Ana Mari Cauce
- Follow up with UW administrators such as Eric Godfrey, Vice President and Vice Provost for Student Life, and Phil Ballinger, Assistant Vice President for Admissions

Benefits Subtopics

- **EDUCATIONAL VALUE**
- **REPUTATION**
- **BUILDING GLOBAL RELATIONSHIPS**
- **DIVERSITY**
- **GLOBAL EXPOSURE**
- **FINANCIAL BENEFITS**
- **CREATIVE PROBLEM SOLVING AND INNOVATION**

Challenges Subtopics

- **ADMINISTRATIVE**
 - **ADMISSIONS**
 - **COMMUNICATION**
 - **HEALTH CARE**
 - **HOUSING**
 - **INTERNATIONAL**
 - **RESOURCES**
 - **SUPPORT**
 - **TAs**
 - **TEACHING**
 - **TRANSPORTATION**
 - **GENERAL**
- **ETHICS**
- **FACULTY CONSTRAINTS**
- **LANGUAGE AND WRITING**
- **SOCIAL ISSUES**
 - **CULTURAL DIFFERENCES**
 - **ISOLATION**
 - **STEREOTYPE**
 - **GENERAL**

Solutions Subtopics

- **ADMINISTRATIVE**
- **BEST PRACTICES**
- **HOUSING**
- **RECRUITMENT AND ADMISSIONS**
- **RESOURCES**
 - **TUITION, FEES & FUNDING**
 - **UPASS; HEALTH INSURANCE**
 - **GENERAL**
- **STUDENT MIXING**
- **SUPPORT**
 - **COMMUNICATION**
 - **LANGUAGE**
 - **MENTORING**
 - **ORIENTATION**
 - **GENERAL**
- **TEACHING**
- **TRAINING**

Navigating Departments Through Generational Differences

Greg Miller

Richard Karpen

Jan Spyridakis

Beware entitlement, and if you need to take action...

- Do your homework
- Don't let it get personal
- Enlist help (e.g., Dean's Office HR, etc.)
- Expect blowback

In with the New \neq Out with the Old

But it's only a matter of time...

"Some things that happened for the first time seem to be happening again"
– Rodgers and Hart

Capitalizing on Generational Differences among Faculty

Jan Spyridakis, Professor & Chair, HCDE



- Recognizing different values, backgrounds, and life stages of faculty
 - Collectivist vs. individualist views of faculty about dept. mission and needs
 - Helping faculty understand dept. context and history
 - Work life balance: respect for self, colleagues, staff, students
- Supporting faculty needs: e.g.,
 - *For new faculty*: Elucidating P&T process & expectations in the department and college
 - *For senior faculty*: Helping them find the continuing relevance of their work; keeping them productive and feeling valued



SMALL GROUP DISCUSSION

Strategies for Navigating Generational Differences

List one thing you have done to
bridge generational differences at a
faculty or student level

Purple card