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
## 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 principles 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.

### Filter all activities by outcome:

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

### Filter all activities by type:

- Academic/Curricular
- Administrative

### Displaying 1–20 of 165 results

<table>
<thead>
<tr>
<th>PROJECT NAME &amp; BRIEF DESCRIPTION</th>
<th>CONTACT INFORMATION</th>
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| Leadership Opportunities and Increased Campus Sustainability Through Student-Run Biodiesel Cooperative | Plaendner, W James  
Assistant Professor  
Engineering, Chemical Engineering |
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

R. Karpen
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