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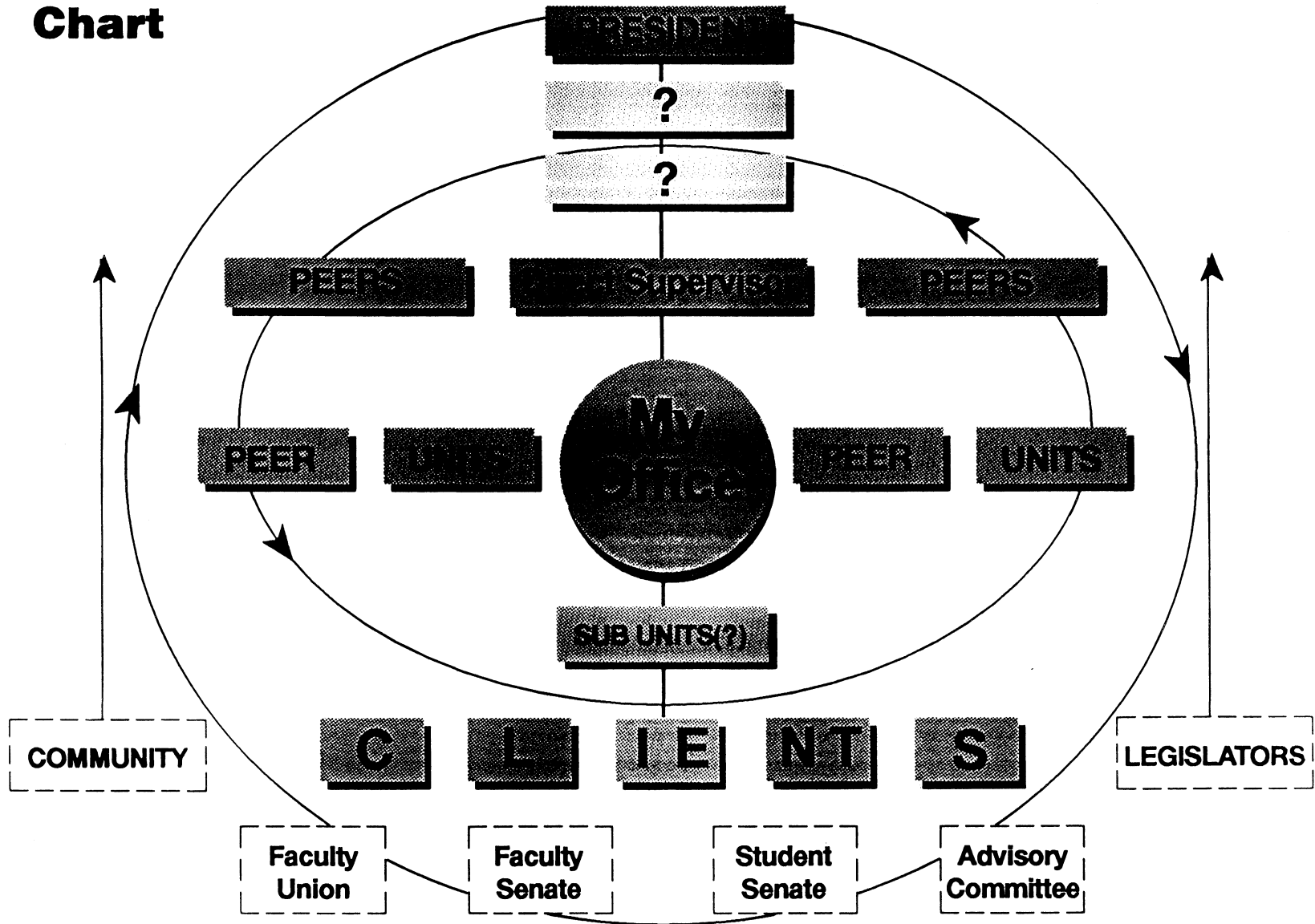
**POD Conference
October, 1996**

***Working With Administration:
Getting & Keeping Support for
Professional Development Programs***

Outline

- **Focus on Major Issues for the Group**
- **Rethink Relationships for Support**
- **Identify Compatibility and Contrast in Perspectives of Administrators and Professional Development Professionals**
- **Summarize What You Will Change**

POSITIONING YOUR OFFICE: The **REAL** Organization Chart



Seven Competencies Required of Faculty Developers

- 1. Engage In Needs Assessment Activities**
- 2. Design and Develop Strategies That Promote Individual, Pedagogical, Curricular, and Organizational Growth**
- 3. Organize And Implement Specific Programs, Projects, and Studies**
- 4. Plan and Deliver Oral Presentations**
- 5. Conduct Research About Teaching and Learning**
- 6. Produce Print and Non-Print Communications**
- 7. Establish and Maintain Consulting Relationships**

Sell, G.R., and Chism, N. V. "Finding the Right Match: Staffing Faculty Development Centers". *To Improve the Academy*, (1991), 10, 19-29

Seven Competencies Required of Administrators

- 1. Seeing the Big Picture
(Institutional planning, priorities,
interrelationships)**
- 2. Focusing Time and Resources on
Highest Needs**
- 3. Motivating People to Achieve
Institutional Goals**
- 4. Getting and Spending
(Managing budget process from
preparation to allocation)**
- 5. Developing & Maintaining Visibility
and Credibility of Programs**
- 6. Assessing Program Centrality,
Quality, and Effectiveness**
- 7. Networking and Collaborating with
Internal & External Constituents**

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