



PERFORMANCE & LEADERSHIP DEVELOPMENT UPDATE

University Senate

11 June 2024



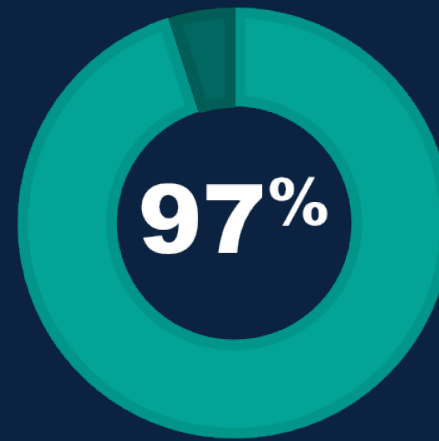
Performance Development

Campus Survey, Summer 2023

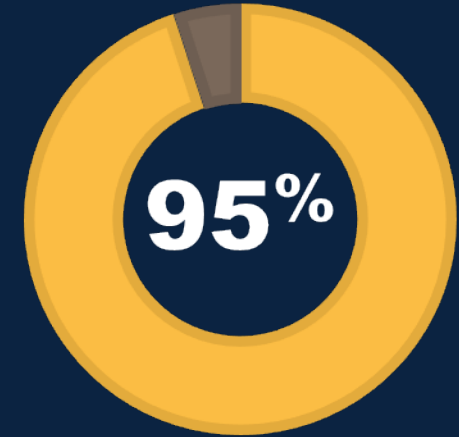
- Job clarity and feedback discussions are lacking.
- The form is cumbersome and not automated.
- Leadership training at the supervisor level is needed.

Paradigm shift (New Process)

- Partnership, collaboration, communications.
- Simple and automated. Internal vendor.
- Core Values (What we do and How we do it).
- Supervisor Leadership Competencies.



“Supervisors should be appraised on leadership.”



“**Performance** and **values** should be appraised.”



AUBURN

Leadership Development

Survey Results led to:

- Leadership Development Advisory Group & Working Groups.
- Leadership development for ALL employees.
 - Built on foundation of Auburn Creed, Core Values, Strategic Plan.
 - Leading Self, Leading People, Leading Teams and Leading the Organization.
- Self Paced, Classroom, Virtual, Cohorts, Seminars.



Two Simultaneous Initiatives





Leadership Development Advisory & Working Groups

- Kelli Shomaker
- Dean Susan Hubbard
- Dean Jason Hicks
- Dean Leigh Ann Ross
- Dean Jennifer Mueller-Phillips
- Kevin Robinson
- Erin Lewis
- Dr. Asim Ali
- Karla McCormick
- Dr. Maria Witte
- Julie Huff
- Dr. Angela Wiley
- Dr. Lisa Kensler
- Dr. Cindy Bowling
- Dr. Laura Downey
- Dr. Dan Surry
- Dr. Liesl Reiners
- Dr. Karen Hopkins
- Julia Wiard
- Bill Shannon
- Loren Winn
- Jill Albin-Hill
- Hope Stockton
- Mandy Deveraux
- Mallory Carden
- Ashley Gann
- Kim McCadden
- Josh Henderson
- Evelyn Johnson

October 2023- Present

Strategic Planning Framework / Alignment

Key pillars extract from President Robert's installation:

**Exceptional
Student Experience**

**Impactful Research
and Scholarship**

Commitment to Innovation and Excellence

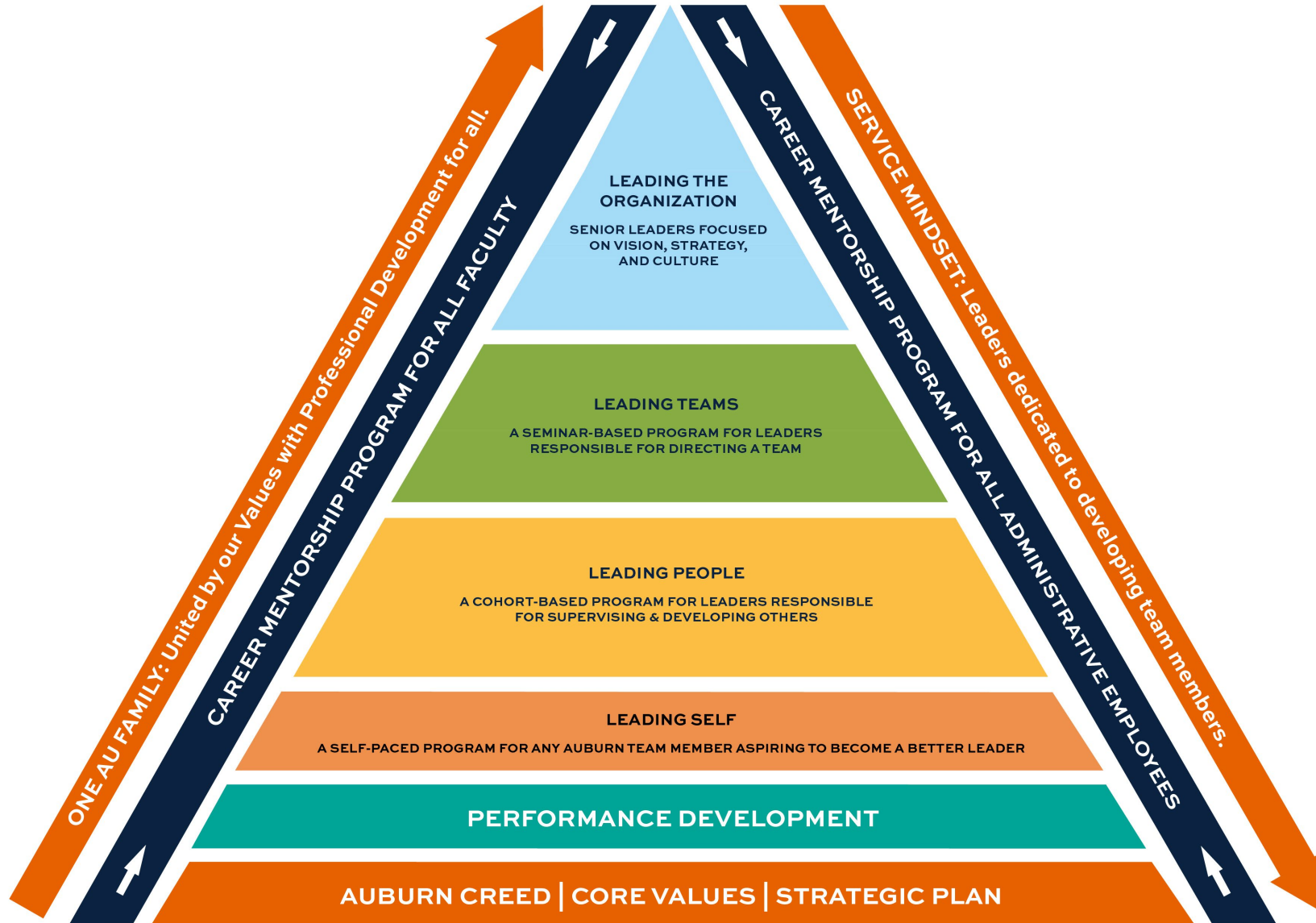
- Recruit, retain and reward faculty and staff who advance our **core values**.
- Expand our technological capacities and drive innovation.
- Strengthen operational infrastructures and human resources to support our mission.
- Implement **comprehensive programs** and strategies aligned with strategic priorities.

Performance Development and Leadership Development programs enable a culture of excellence.



LEADERSHIP DEVELOPMENT FRAMEWORK

Building a Culture of Excellence



LEADING THE ORGANIZATION
SENIOR LEADERS FOCUSED ON VISION, STRATEGY, AND CULTURE

LEADING TEAMS
A SEMINAR-BASED PROGRAM FOR LEADERS RESPONSIBLE FOR DIRECTING A TEAM

LEADING PEOPLE
A COHORT-BASED PROGRAM FOR LEADERS RESPONSIBLE FOR SUPERVISING & DEVELOPING OTHERS

LEADING SELF
A SELF-PACED PROGRAM FOR ANY AUBURN TEAM MEMBER ASPIRING TO BECOME A BETTER LEADER

PERFORMANCE DEVELOPMENT

AUBURN CREED | CORE VALUES | STRATEGIC PLAN

CAREER MENTORSHIP PROGRAM FOR ALL FACULTY

ONE AU FAMILY: United by our Values with Professional Development for all.

CAREER MENTORSHIP PROGRAM FOR ALL ADMINISTRATIVE EMPLOYEES

SERVICE MINDSET: Leaders dedicated to developing team members.

Align, Collaborate, Evaluate (ACE) Performance: AU Performance Development for A&P and Staff



Align:
June-July
August

Review job summary, functions assigned, other functions performed.



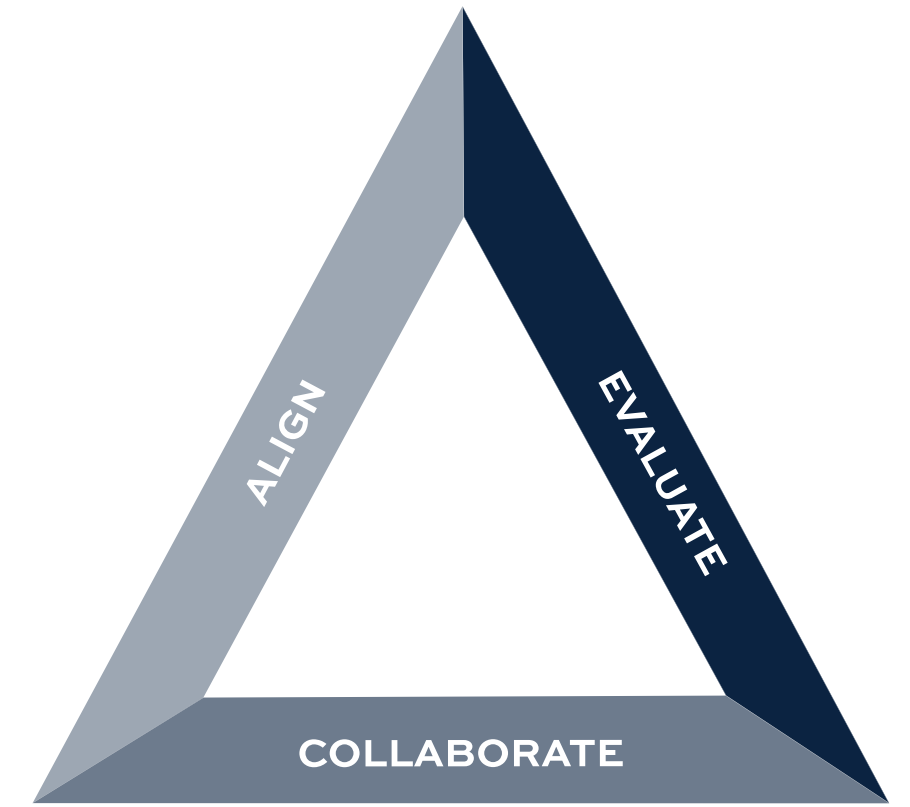
Collaborate:
July-April

Review job performance, goals, development opportunities, accomplishments.



Evaluate:
May-June

Rate employee job functions and adherence to values.
Rate supervisor's adherence to leadership principles.



ACE PERFORMANCE

Timeline



FTE (Faculty, Staff, A&P)	= 6,635
FTE (Faculty)	= 1,435
Total Supervisors	= 1,228 (Not including below)
Dir/Dept Chairs	= 282
AVP/Dean/VP/SVP	= 37



FOR AUBURN BY AUBURN

A RESOURCES & COST COMPARISON



AUBURN UNIVERSITY

	FY24	FY25	FY26
# of Staff	4	5	5
<i>Leadership Development Program</i>			
Leading Self (5,088 people)	0	0	0
Leading People (1,228 people)	0	\$105,000	\$8,700
Leading Teams (282 people)	0	0	\$46,350
Leading the Organization (37 people)	\$9,250	0	0
Total Program Operation Costs (excluding salaries)	\$9,250	\$105,000	\$55,050

Performance Development annual cost = \$25,000
 Campus Assessment = \$78,000



	FY24
# of Staff	30
<i>Leadership Development Program</i>	
Leading Self (\$1,328/person)	\$6,756,864
Leading Others (\$1,709/person)	\$2,098,652
Leading the Function	TBD
Leading the Organization	TBD
Total Program Operation Costs (excluding salaries)	\$8,855,516



AUBURN
HUMAN RESOURCES



Comments & Questions

Chris Richie, Director, Human Resource Development | csr0037@auburn.edu