



PFLA

Professional Faculty Leadership Association



Official Newsletter
March 2007

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Beyond Coaching

Facilitating Employee Success Through the Disciplinary Process was presented by Jeri Hemmer and Deb Fernandez in Strand 237 on February 21st 2007. Many thanks to Deb and Jeri for an excellent, interactive session.

We had a really great group discussion and question/answer session for supervisors with performance issues. Topics shared and discussed included management's role to set expectations, address behavioral issues, provide opportunities to correct poor behavior, and the steps of progressive discipline. If you haven't yet seen "The Seven Principle of Just Cause" you might want to request a copy of the handouts. These were very useful steps to have for review when working with employee problems. Additionally, guidelines for documenting discussions you have with employees and steps you take were given. These also are key to successful resolution of employee performance issues. We left the meeting feeling like we had some new tools to use, permission to take steps without H.R. review, and a welcome to ask for assistance should we need help in our processes along the way.

Spring Professional Development meets C2D Learning Opportunity

In November, PFLA members met with Terry Ross and discussed taking on a Commitment to Diversity project as a group. After researching opportunities available to us, I met with OSU's "Team Liberation" facilitation team. This group trains facilitators to provide safe space for respectful communication about race, gender, sexual orientation, class, religion, age, and ability.

We are working together to create our Spring Professional Development Opportunity titled: "Hospitality & Diversity," an Interactive Leadership series for OSU Faculty and Staff.

The training Team Liberation provides yearly to ASOSU board members and other OSU community members is a 4-day session, and they will have that available in June, but during April and May they will meet with our membership every 2 weeks for a 1-1/2 hour session each meeting. Details are being worked out; and I will update you as soon as we have set meeting times.

Laurel Busse, President

Mark Your Calendar

March 7, 2007

Balancing Work and Family. Presented by Luanne Lawrence, Kavinda Arthenayake and Larry Roper
12:00-1:00 Marketplace West Conf. Room

April 4, 2007

TBA

May 2, 2007

Engaging Students:LaVonda Wagoner's Success Story

by LaVonda Wagoner

12:00-1:00 Marketplace West Conf. Room



Karel J.H. Murphy Award

The Karel J. H. Murphy Award Screening Committee is currently accepting nominations for the Karel J. H. Murphy Award.

This award was created by PFLA and the Dean of Engineering in order to memorialize the legacy of Karel J. H. Murphy, and recognizes professional faculty who unselfishly provide and model ongoing exceptional leadership and service to the OSU community. The award winner will be presented a plaque and a \$1000 check at University day.

For more information or to nominate someone go to <http://oregonstate.edu/dept/senate/awards/nom/murphy/>

Dont Forget

Daylight Savings Time occurs soon. Remember to set your clocks back one hour Sunday, March 11, 2007.

Daylight Savings Time is a great time to change the batteries in the smoke and CO2 detectors in your home.



Good To Great

PFLA was joined earlier in the month by Ron Adams, Dean of the College of Engineering. Ron shared principles the college is using to help them build OSU College of Engineering into one of the nation's top engineering institutions. One principal used is found in Jim Collin's book *Good to Great*.

Their first step was to identify several goals which they believed qualified as "Great." They then used innovative capacity metrics to ascertain their current performance and help them project what was needed to do in order to reach peak "greatness."

It all sounds very neat but arriving at that point has not been easy. It has meant traveling a development continuum made up of actions that build up progressively and ultimately culminate in the desired break-through. The farther one travels along the continuum the more momentum is gained toward the final goal.

They have also used the "Hedgehog concept" to produce clarity and reveal a path to long term results. The hedgehog concept is a group of overlapping circles, each with a theme: What are you passionate about; what drives your resource engine; what can you be best at?

By identifying their ultimate goals, pursuing them in a focused and disciplined manner, and following such maxims as, "Don't obsess about systematic constraints" and "Do choose to be great and act with discipline," the College of Engineering has managed to attract faculty, students, and funds in ever increasing numbers.



Everyone Needs a Hero

Nominate someone today to receive the Our Heroes award. Heroes come in all shapes and sizes and not all are members of PFLA. To nominate someone for the award, simply go to the PFLA website and fill out the nomination form.

<http://oregonstate.edu/groups/pfla/>