

Action Project Worksheet Evangel University, Missouri	Challenging	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Easy
	Complex	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Simple
	High Payoff	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Low Payoff

Action project idea # 2: Develop a comprehensive employee orientation, development, training, and evaluation program.

AQIP Criterion to which this primarily relates: Valuing people.

Briefly describe what you would like this project to accomplish.

Completion of this project will mean that we have a plan and process to commit the financial, management, and systems support to be effective in the orientation, development, training, mentoring, and evaluation of staff and faculty that will benefit all employees throughout their careers. It will yield important results: (1) Prevent rework, waste, and failures through overall improved effectiveness and efficiency across the campus; (2) Improved morale resulting from demonstrated appreciation for and high value of human resources; and (3) Greater campus cohesiveness through better socialization of new employees.

Where did the idea or stimulus for this Action Project originate?

This is a compilation of three provocative propositions that emerged from Conversation Day and subsequently was identified by staff and faculty as the #2 issues through multi-voting, rank ordering, and structured discussion. Orientation and evaluation programs for staff and faculty tend to differ in scope and effectiveness across various departments. No assessment is being made of the effectiveness of orientation, training, professional development, or the evaluation programs in developing people who are committed to the mission of the University and performance excellence in their jobs.

Which specific needs of your students or other external stakeholders would be better met if you accomplished this Project? How?

Students would benefit from improved academic rigor, research, and enrichment of teachers and from more effective and responsive support services. Parents and other external stakeholders would benefit from having greater confidence in the operation of the University and the performance excellence of its staff.

How would doing this Project allow you to better meet your employees' needs? Which, specifically?

It would enable employees to attain personal and professional fulfillment and provide potential opportunities for career development. It will enhance performance, pride in work, and trust among coworkers.

How would accomplishing this Project change or affect your institution's culture?

It is anticipated that completion of this project will lead to increased morale and confidence in performance that meets and exceeds the expectations of the customers. In turn, those benefits will lead to improved campus relationships, reduced feelings of territorialism, and better sharing of information.

What leadership and employee enthusiasm and support is there for doing this Project now?

Strong support for this Project was revealed when three Provocative Propositions related to it emerged on Conversation Day. Frequent requests for ongoing training further support this Project.