INDIANA UNIVERSITY

26b – New Professional Staff Position at IUPUI

Action Item Template Response

General Action Item Information

Lead Division/Office: Learning Technologies
Action Item Number: 26b
Action Item Short Name: New Professional Staff Position at IUPUI
Dependencies with other EP Action Items: This will facilitate the success of 26a
Implementation leader (name & email): Chris Payne (paynec@indiana.edu))

I. DESCRIBE YOUR PLANS FOR IMPLEMENTING THIS ACTION.

The *Empowering People* Strategic Plan Action Item 26 states "IU should develop innovative programs that consider user preferences and learning styles to advance the skills of faculty, staff, and students to use IT resources. Programs should be suited to varying skill levels and modalities for delivery including delivery on demand."

In this proposal, IT Training is seeking to add a new professional staff position at IUPUI to help the program fully realize the overall objective of Action 26 at IUPUI. Currently, IT Training's IUPUI program is understaffed. Staff are spending most of their time in the classroom, so are unable to take on the IUPUI-specific initiatives or participate in the broader program initiatives called for by Action Item 26. We lack sufficient professional staff at IUPUI to handle the anticipated increased demand for classroom workshops when we remove special-request workshop cost barriers and begin offering workshops at IUPUI's Columbus branch campus as outlined in project proposal 26a. Staff are not plentiful enough to contribute to internal training development as they are needed in the classroom. This threatens to slow the growth of IT Training's new-modality training development.

Perhaps more importantly, IT Training at IUPUI has long charged faculty and departments to teach special-request STEPS workshops as part of an academic course. This has created an imbalance between the IUB and IUPUI programs in that the Bloomington IT Training program teaches equivalent special-request workshops for free. This policy has been implemented to protect the small staff at IUPUI from being overwhelmed. It also recognizes that IT Training at IUPUI receives a smaller proportion of STF funding that does the Bloomington program. With a new professional staff person, IT Training could remove the fee charged to faculty and departments for special-request workshops as part of their academic courses. Also, IT Training would be able to begin delivering STEPS workshops at the Columbus branch campus at IUPUI as requested by the campus CIO, and would expand its existing teaching presence in the IUPUI Campus Center.

II. WHAT ARE THE POLICY AND PRACTICE IMPLICATIONS OF YOUR PLANS?

With an additional professional staff position, IT Training at IUPUI will be able to do the following:

1. Offer to IUPUI faculty and departments to teach special-request workshops as part of their academic courses at no charge, so that they can integrate those workshops into their curriculum. This will create parity between the special-request services offered on the two core campuses, and will also increase workshop delivery demand at IUPUI.
2. Per request of the campus CIO, begin teaching STEPS workshops at IUPUI's Columbus branch campus. To support this effort, fund travel and additional hourly staff to serve as workshop assistants.
3. Expand the program's existing teaching presence in the IUPUI Campus Center by offering an increased number of workshops there.
4. Free up current professional staff at IUPUI to enable them to engage more fully in the program's training development. Having this additional resource will be especially critical as IT Training develops new training offerings in a wide range of new modalities.

I.   III. IDENTIFY STAKEHOLDERS.

Primary: faculty, staff, and students at IUPUI's Indianapolis and Columbus campuses. All users of IT Training services will realize a benefit from having IT Training's IUPUI professional staff team increasingly engaged in training development.