Practicing I-O in Academic Administration

SIOP Interactive Workshop
Friday April 21, 1:00 PM - 1:50 PM

In Today's Session

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❖ What it means to be an Academic I-O: Exploring the potential pathways to working in academia as a practitioner
❖ Discuss how an I-O might help address common challenges found in academic administration
❖ Learn how to leverage your I-O skill set in Higher Education settings
  ➢ Skills of Translation
  ➢ Art of Coaching Leaders
  ➢ Business Acumen

Presenters

Nathan Price

Founder of The Academic IO

Talent Strategy Consultant, University of Minnesota

Alumni of University of Maryland MPS Program

Steven Zhou

Survey & Measurement Methods Lead at Purdue University's Institutional Data Analytics Office

Ph.D. Candidate in I-O Psychology at George Mason University

Case Studies

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❖ The goal of today's session is to collaboratively discuss how an I-O might help address common challenges found in academic administration

❖ For each case study, we will break off into groups of 3-5. Each group should prepare a 1-2 minute "elevator pitch" for how an I-O could be helpful in the situation, delivered as if you are trying to convince an administrator (with little to no I-O background) that your skill set would be valuable and helpful.

❖ Groups will deliver their elevator pitches to everyone, then we will discuss before moving on to the next case study

Case Study #1

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Most schools have some office or department focused on student leadership development. This school's "Office of Student Leadership" is launching a required annual one-day training for all undergraduate student club leaders/officers/directors. The primary goal is to prepare and equip students to lead their clubs and organizations (ranging from cultural clubs to Greek life to academic interest groups). The new Director in charge has a background in student affairs but no formal leadership training. They are open to receiving feedback and help in designing and executing the training event.

Case Study #2

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The college was highly decentralized. Faculty, students, and staff identified primarily with their largely autonomous departments, viewed the central office as a bureaucratic administrative unit, and even saw their departments as competitors for the college's resources. This created high barriers to interdepartmental and interdisciplinary research and teaching, qualities increasingly demanded by students, new faculty, and funders. In light of this counterproductive decentralization, the new Dean of Graduate Studies is looking for help on encouraging more collaboration and interdisciplinary boundary crossing to address society's greatest scientific and technological challenges.

Case Study #3

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Recently, the college has embraced a strategic plan that places strong emphasis on hiring diverse faculty. Some departments are doing better than others, but the overall goal is to strategically hire faculty from diverse backgrounds and/or studying topics related to diversity, equity, and inclusion in order to better support a diverse student body and better reflect the diversity of the surrounding community. The existing faculty recruiting plan/procedures have not been updated for decades, and the Dean is looking for help on establishing best practices in recruiting and hiring to meet the strategic goal while ensuring fairness and selection of the highest quality candidates.

Case Study #4 HR

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Working in a decentralized environment continues to impact the HR realm when implementing strategic initiatives. There is an initiative to operationalize a new talent management system to implement at a university wide level. This is the first time there is an evidence based structure to train leaders in how to effectively evaluate and use this talent performance system.

With this being an emphasis on strategic change management what are the essential steps to assist in delivering this major initiative? What are some key reminders that you should give to the leader? What are some key information needed from the client?
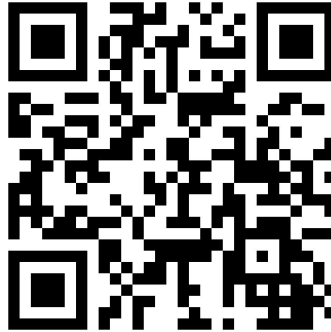
Current Resources

IOPIA Summit

The Academic I-O Network