



***Chairs and Academic Administrators
Management Program II
(CAAMP II)***

Agenda - August 27-28, 2015

Workplace Culture & Climate Presenter - Pamela Zarkowski, M.P.H., J.D. Thursday, August 27, 2015	
8:30 a.m. – 10:00 a.m.	Challenges to a Climate of Respect, Collegiality and Civility • Differentiate between workplace climate and culture. • Identify current contributing factors to a negative workplace climate and culture. • Discuss the role of collegiality in higher education. • Examine how to foster a climate of civility. • Discuss workplace bullying.
10:00 a.m. – 10:15 a.m.	Break
10:15 a.m. – 12:00 p.m.	Challenges to a Climate of Respect, Collegiality and Civility (cont'd)
12:00 p.m. – 1:00 p.m.	Lunch
1:00 p.m. – 2:30 p.m.	Building a Climate of Collegiality and Professionalism • Identify examples of mistakes and missteps in communication, policies and practices resulting in negative workplace climate issues. • Describe elements of a positive workplace climate including creating conditions in which individuals feel productive and innovative. • Identify strategies to effectively create and manage a positive workplace environment.
2:30 p.m. – 2:45 p.m.	Break
2:45 p.m. – 4:30 p.m.	Building a Climate of Collegiality and Professionalism (cont'd)



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Change Management August 28, 2015 Presenter - Judith E.N. Albino, Ph.D.	
8:30 a.m. – 10:00 a.m.	Leading Change • Identify differences in response to change. • Recognize and select approaches to change based on situational factors. • Describe the key elements of transformative change. • Apply best practices by working with change challenges.
10:00 a.m. – 10:15 a.m.	Break
10:15 a.m. – 12:00 p.m.	Leading an Intergenerational Workforce • Describe, compare, and respond to generational styles and differences in the workplace. • Develop ideas for respecting generational differences in perceptions of the meaning of work. • Articulate ways of working for common goals that maximize the contributions of different generations. • Discuss ways to recruit and retain an intergenerational faculty.
12:00 p.m. – 1:00 p.m.	Lunch
1:00 p.m. – 2:30 p.m.	Creating the Organizational Climate We Want • Describe the role of leadership in creating a positive organizational climate. • Identify the negative cycle of climate complaints. • Recognize ways of using change strategies to transform organizational climate.
2:30 p.m. – 2:45 p.m.	Break
2:45 p.m. – 4:15 p.m.	Creating the Organizational Climate We Want (cont'd)
4:15 p.m. – 4:30 p.m.	CAAMP II Program Evaluation