UNIVERSITY LIFE PROFESSIONAL DEVELOPMENT

PREPARED FOR :
2023 NASPA ANNUAL CONFERENCE

ABOUT US

The UL Professional Development is a team dedicated to providing learning opportunities that foster individual growth, team development, and competency skill building to all staff members in University Life at George Mason University. Our goal is to empower UL staff with the skills and knowledge they need to support student success.

Our work is driven by the **2020–2024 UL Strategic Plan**, which highlights the importance of staff development in cultivating positive staff experiences and developing professional and technological competencies to better support evolving student growth, development, and success need.

At UL Professional Development, we recognize the critical role that staff members play in shaping the student experience. By investing in the growth and development of our staff, we are able to create a community that is better equipped to support student success in everything they do.

WHAT DO WE DO?

- Workshops
- Cohort experiences
- consultation
- Polarities Thinking
- UL Gives Back Summer and Winter Sservice Days
- UL Student Success Symposium
- Online Resources
- Professional Development working committees

UNIVERSITY LIFE BY THE NUMBERS

450+ staff members
1000+ student employees
35+ departments

SUPERVISION FOCUSED PROGRAMS & INITIATIVES

GEORGE MASON UNIVERSITY | University Life

Monthly Programs

Spring 2023

RADICAL CHATS
is a podcast professional development series for University Life professional staff and graduate staff utilizing the podcast, **Radical Candor.**

Topics range from supervision, team development and management and staff engagement through the lens of Radical Candor.

WHAT TO EXPECT:
- Before each session, participants will listen to assigned podcast episodes to prepare for session discussions.
- Anticipated participation time per session: approximately 90 minutes (preparation and discussion)
- Participants are expected to attend ALL sessions in the series.

RADICAL CHATS

DATES

All sessions are VIRTUAL and will occur on **Thursdays from 1:00p-2:30p**

- FEB 16
- FEB 23
- MAR 9
- MAR 23
- APRIL 13
- APR 20
- MAY 4

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UNIVERSITY LIFE
PROFESSIONAL DEVELOPMENT

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REGISTER AT

http://go.gmu.edu/RadicalChatsSp2023

CONTACT

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RADICAL CANDOR THE PODCAST

Radical Chats is a cohort-based program that runs each fall and spring semester. Participants dive into assigned Radical Candor podcasts, followed by engaging session discussions in a virtual community environment. It's like a book club, but with podcasts!

A UNIVERSITY LIFE PROFESSIONAL DEVELOPMENT INITIATIVE
Sponsored by UL Training and Development Committee

Colleague Conversations:
Mentoring and Coaching for Staff in the Workplace

- SUB 1 ROOM 3008
- Feb 9 2023
- 1:00 - 2:00

Mentorship can be...
path, gain perspec...
sustainable, positiv...
Sometimes this rel...
connections and s...

In this workshop, w...
experiences of oth...
well as best practic...

Mentorship can fu...
mentees with an in...
strategy, and mutu...

This information co...

Session Goals:
- Defining and r...
- What to look fo...
- How to start, r...

Register no...

go.gmu.ed...

A UNIVERSITY LIFE PROFESSIONAL DEVELOPMENT INITIATIVE
Sponsored by UL Training and Development Committee

Colleague Conversations:
Identity Conscious Supervision

- Virtual on Zoom
- Mar 23 2023
- 1:00 - 2:00PM

The session will explore the challenges that arise when supervising staff who hold different identities as you and provide practical tools for advocating, supporting, providing feedback, and supervising them effectively.

Suitable for managers, supervisors, and anyone who wants to learn more about how to create an inclusive and supportive workplace for staff with diverse identities.

By the end of this event, participants will be better equipped to advocate for, support, provide feedback, and supervise staff who hold different identities as them.

Session Goals
- develop an understanding of the impact of cultural differences in the workplace
- gain practical skills for providing effective feedback and supervision to staff members with different identities

Register now:

go.gmu.edu/identitysupervision

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Colleague Conversations is a monthly program featuring Mason staff speakers and facilitators. Each one-hour session covers a range of topics, from supervision and mentoring to giving and receiving feedback. Topics are curated by the UL Training and Development committee. Session formats are either in-person or virtual.

SUPERVISION FOCUSED PROGRAMS & INITIATIVES

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Standalone Programs

Sponsored by UL Supervision Collective

Change Management: Helping your Team Thrive while Growing your Team

- JC Bistro
- Thursday, November 10, 2022
- 11 AM – 1 PM

Change is ever present in our work and has touched all units over the last few years throughout University Life. Through times of change, effective leadership is critical to support and grow a team.

Join us for a panel conversation with 6 leaders throughout University Life around the topic of "Change Management: Helping your Team Thrive while Growing your Team."

Panelists will share their experiences, strategies, and best practices for supporting and growing their teams during times of change.

The panel will be immediately followed by a lunch and learn with small group discussions focused on aspects of change management.

Session Goals:
- Help participants identify at minimum one strategy to support their team during a period of growth
- Assist participants with identifying at minimum one growth mindset practice to implement within their teams
- Encourage participants to engage in dialogue with colleagues

Register now:
http://go.gmu.edu/SupervisionPanel

GEORGE MASON University Life

A panel conversation from 6 University Life leaders who shared their experiences, strategies, and best practices for supporting and growing teams during times of change.

GEORGE MASON UNIVERSITY

CONVERSATIONS ABOUT NEURODIVERSITY IN THE WORKPLACE

Wednesday, March 8th
11:00 AM - 12:00 PM
JC Bistro

Join us for a facilitated conversation with Disability Services and UL colleagues focusing on neurodiversity in the workplace.

RSVP: https://go.gmu.edu/NeurodiversityConvo

For accommodations, please contact please contact Kim Dao (ddao7@gmu.edu).

Sponsored by University Life and Friends Supervision Collective Committee Part of University Life Professional Development

Conversations about Neurodiversity in the Workplace

A program in partnership with the Office of Disability Services, this facilitated conversation was on strategies for creating an inclusive workplace for neurodiverse employees.

SUPERVISION FOCUSED PROGRAMS & INITIATIVES

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Additional Efforts

- Supervision consultations –Provide resources, referrals, and support to supervisors and managers at all levels of positions

- Polarities Thinking workshops for teams

- Performance Management workshop - Providing guidance and support to the division in partnership with university HR

- We continue to grow our portfolio of supervision focused offerings and resources, partnering with units in the division and Mason HR. So, there is more to come to help support, train, and advance supervisors and their skills.

OTHER PROGRAMS & INITIATIVES

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Committees:

Awards & Recognition	**Community Building & Service**
welcome! **New to UL**	**University Life Professional Development**	**Professional Symposium Planning**
Colleague Conversations	**UL Gives Back**	**Training & Development**

GRADUATE STAFF ACADEMY

T**he Graduate Staff Academy** is a nine-month cohort program designed to support the professional development of graduate staff within University Life. **The program is based on the ACPA/NASPA professional competencies.** It aims to provide participants with the knowledge and skills they need to excel in their roles and support the success of our students.

T**he Administrative Professional Cohort** is a program designed for office managers within University Life. **The cohort is focused on developing the skills and knowledge necessary to support the growth and development of their departments and to contribute to the overall success of University Life.**
Cohort topics are related to organizational development, including leadership, communication, and project management.

ONLINE RESOURCES

The Supervision Media Library is a collection of resources available on the UL Professional Development website.

It features various topics related to supervision, such as Appreciative Supervision, Collaboration and Leadership Styles, Decision Making, and Having Difficult Conversations.

These resources have been compiled from previous workshops and are intended to support the development of effective supervision skills.

Link here: _https://ulprofdev.gmu.edu/resources/media-library/_

UL Professional Development Monthly Newsletter

Click to view our monthly newsletter

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RESOURCES

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RESOURCES

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Also check out the **Harvard Business Review**, **Center for Creative Leadership, Hypercontext, Inc.,** and **LinkedIn**. So much out there in different industries from which to learn!

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OUR TEAM

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THANK YOU

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