

CUPA-HR National Conference, San Diego, California

September 29th @ 2:00pm; Presentation 2F

“DELIVERING A QUALITY PROFESSIONAL DEVELOPMENT PROGRAM ON A BUDGET”

Summary

Aligned with LaGuardia Community College’s Strategic plan and building on the targeted goals of “Enhancing Financial and Management Effectiveness”, Human Resources designed and implemented a comprehensive Staff Development and Training Program. Focused on three main areas of learning: Leadership Development, Managerial/Supervisory Skills, and Customer Service, the professional development program was further expanded to include a comprehensive Orientation Series for faculty and staff, Academic Chairperson Retreat, and Monthly Informational Workshops open to the entire College community.

Outline of Main Points of Presentation

- The Human Resources Staff Development and Training Program is a targeted and comprehensive effort to meet the professional development needs of faculty and staff.
- It enables the College to “grow our own talent” and has a tremendous impact in motivation and retention of the workforce.
- Aligned with the College’s Strategic plan and building on the targeted goals of “Enhancing Financial and Management Effectiveness”.
- Focused on three main areas of learning:
 - Leadership Development
 - Managerial/Supervisory Skills
 - Customer Service Skills
- The professional development program was further expanded to include;
 - Comprehensive Orientation Series for faculty and staff
 - Academic Chairperson Retreat
 - Monthly Informational Workshops for entire campus

- The highlight of this program was the “Leadership Development Program,” a yearlong intensive workshop series for a select group of employees.
- The goal of this program was to provide comprehensive leadership development skills, knowledge and abilities to senior level faculty and administrators.
- Each participant in the program was required to undertake a specific project, which would not only benefit their individual department but also serve as a resource to the College community.
- The program was produced with a budget of less than \$30,000
- A total of 473 employees (approximately 60% of the full-time workforce) attended the workshops.
- The comparable cost for this type of professional development effort for outside training would have exceeded \$90,000 including travel, meals and registration.

We are proud to say that the Human Resources Staff Development and Training Program is the recipient of the 2005 City University of New York Senior Vice Chancellor’s Productivity Award for Professional Development for The City University of New York.

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