

**Supporting Organization Development
by Linking Systems Implementation
and Faculty Orientation
(TCC session 14019p)**

Dr. Alan McCord

Dr. Marija Franetovic

Lawrence Technological University

Southfield, MI 48075 USA

OD Perspective

- OD intentionally changes culture
- Systems implementation projects can help drive cultural change
- New Faculty Orientation (NFO) presents first opportunity to infuse cultural change

Evolution of a New Faculty Orientation Program

- Pre-2010 – History, policies, core curriculum
- 2010 – online information, e-learning, related dean/chair workshops
- 2011 – combined full-time and adjunct faculty orientation
- Linking NFO to OD goals

Integrating Systems Implementation Projects

- Evaluation, tenure and promotion procedures
- Faculty activity reporting system
- Teaching and learning symposia
- Grant search and proposal collaboration system

Observations

- Greater participation in research seed grant program
- Higher levels of scholarship and grant applications
- Higher levels of faculty activity reporting
- Faster and more significant adoption of teaching and learning techniques

Conclusions and Questions

- Integrating systems implementation projects with NFO seems to hasten culture change
- Some systems implementation projects are more effective when using either top-down or organic approaches
- Intentional design of NFO to support organization development initiatives
- Follow up questions?

Dr. Alan McCord

amccord@ltu.edu

Dr. Marija Franetovic

mfranetov@ltu.edu

Lawrence Technological University