

WELCOME

2022 UCEDD TA Institute - Day 2 **Nuts and Bolts of Managing a UCEDD**

Monday, May 2 – 3-5pm ET

Wednesday, May 4 – 3-5pm ET

In the chat box:

- Describe your management style in 3 words.
- What is your favorite part of your workday/workplan?

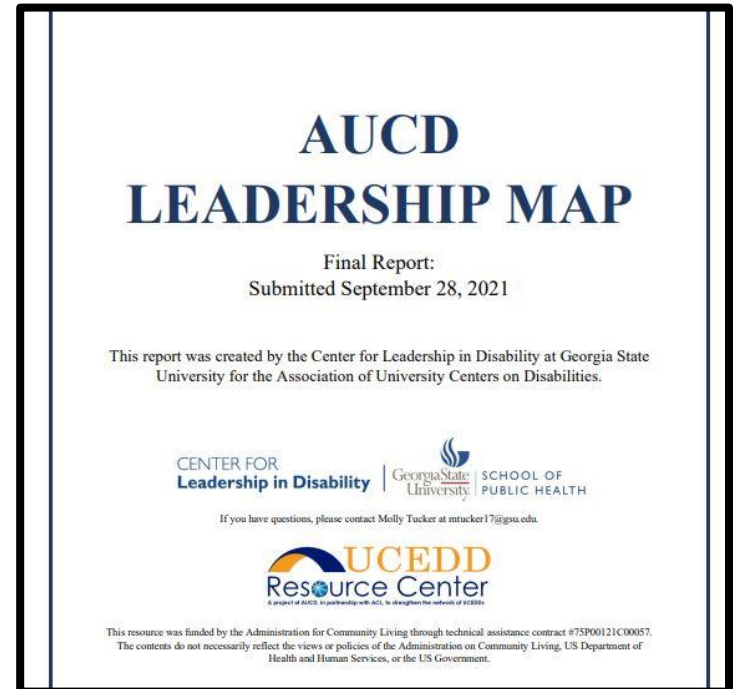




2021 Report on
UCEDD-University Relationships
and Agreements

Jamie Koenig, Association of University Centers on Disabilities




AUCD
LEADERSHIP MAP

Final Report:
Submitted September 28, 2021

This report was created by the Center for Leadership in Disability at Georgia State University for the Association of University Centers on Disabilities.

CENTER FOR Leadership in Disability | Georgia State University | SCHOOL OF PUBLIC HEALTH

If you have questions, please contact Molly Tucker at mtucker17@gsu.edu.



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**Organizational
Charts**
September 2021





**Admin Essentials:
Professional Development
and Succession Planning**



Mark Crenshaw, Director of
Interdisciplinary Training, Center for
Leadership in Disability



Molly Tucker, Training and Advocacy
Manager, Center for Leadership in
Disability

AUCD Leadership Map: Recruitment and Retention Strategies

Center for Leadership in Disability

May 2, 2022

AUCD Leadership Map

The purpose of this project was to provide UCEDD network members with information about the **knowledge, skills, and abilities** that they need to **advance their careers** within the UCEDD network.

Recruiting and Hiring for Values

- Harvard Business Review and top staffing organizations suggest that organizations hire for values and dispositions first and skills second (Lewis, 2011)
 - **Rationale:** It is more difficult to foster values than to teach skills.
 - **UCEDD Context:** Faculty and staff may be assigned to various projects that require different skill sets; however, all projects should theoretically align with your mission and vision of improving the lives of individuals with disabilities and their families.

Desirable Traits for UCEDD Staff and Leaders

- Love of Learning
- Entrepreneurial
- Flexibility and Embracing Opportunities
- Connection to the Disability Community
- Values Match the Organization's
- Curiosity
- Proactive
- Willing to Take Risks
- Humility
- Systems Thinker
- Relationship Building
- Innovative
- Positive Energy
- Collaborative



When hiring new faculty and staff, which quality is most important to you?

Competency-based Position Postings

- Position descriptions should be competency based and accurately reflect the position's responsibilities
- Descriptions should emphasize skills, behaviors, and knowledge needed for the individual to thrive in the role
 - **Skills:** Abilities needed to execute job duties. For example, a position may require an individual to understand how to analyze data using statistical software.
 - **Knowledge:** Areas of specialty or expertise. For example, a position may require expertise in positive behavioral interventions and supports.
 - **Behavior:** Characteristics an employee must display on the job. For example, a position may require an individual to be resourceful, in order to help connect families to resources and services.

Highlighting Incentives

Financial Incentives

- Competitive Salaries, Bonuses, Stocks/Investments, Loan Forgiveness

Insurance and Retirement Benefits

- Insurance: Health (medical, vision, and dental) insurance, Life insurance, Short and/or Long-term disability insurance
- Retirement: 401K, Contribution Matching, Coaching/Advisement

Career Growth

- Promotions, Professional Development, Tuition Assistance Programs, Awards and Professional Recognition, Feedback, Supervision, Mentorship, Skill Development, Recognition of Strengths
- Opportunities within the UCEDD Network

Values Based Incentives

- Respect, Societal Impact, Workplace Diversity

Lifestyle Incentives

- Flexibility, Telecommuting, Work/Life Balance, Camaraderie



Which incentives do you regularly highlight during your hiring process?

Fostering a Sense of Belonging

- Shared Definition of Belonging
- Authentic Communication
- Connecting Projects/Tasks to Your Center's Mission and Vision
- Giving and Receiving Feedback
- Mentoring
- Affinity Groups

Connection to AUCD



Capitalizing on the Network

Professional Development

Annual Conference

Events and Webinars

Leadership Academy

Disability Policy Seminar

Mentorship

Networking and Leadership

Emerging Leaders Community

LEND Network

IDDRC Network

Councils

Workgroups

Special Interest Groups

Other

Likeminded Individuals

Opportunities to Collaborate

Disability Advocacy

Opportunity to Leverage the Network to Advocate and Amplify Voices of PWD



Which AUCD trainings or resources have you recently shared with your faculty and staff?

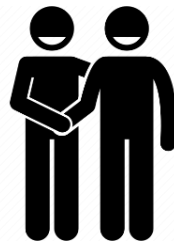
To Learn More

- AUCD Leadership Map
 - https://www.aucd.org/docs/urc/urc/AUCD%20Leadership%20Map_Final.pdf
- Admin Essentials: Professional Development and Succession Planning
https://www.aucd.org/template/event_urc.cfm?event_id=9023
- Contact Info
 - Mark Crenshaw: mcrenshaw@gsu.edu
 - Molly Tucker: mtucker17@gsu.edu

Break

Please return at
3:40 pm ET





Susan Fox, Moderator

- UCEDD Director, Westchester Institute on Human Development (Public Health)



Liz Laugeson

- Incoming UCEDD Director, UCLA Tarjan Center (School of Medicine)



Sandy Magaña

- UCEDD Director, Texas Center for Disability Studies (School of Social Work)



Kathy Sheppard-Jones

- UCEDD Director, University of Kentucky Human Development Institute (Office of the President)

Schools of Health or Public Health



Schools of Education or Human Services



University Hospitals, Schools of Medicine, or Departments of Pediatrics



University Admin Offices such as President, Vice President, Provost, or Graduate School



SEE YOU WEDNESDAY!



- Day 4 of the TA Institute will begin at 3PM Eastern
- If you will not be joining us for day 4, please be sure to complete the event evaluation at <https://www.surveymonkey.com/r/2022TAI>

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