Faculty/Staff/Administration
Engagement Commitment Plan

Name: Brian Weinblatt, Director of Development
Report ID:
Unit Name: Office of Development, Fischler School of Education & Human Services (FSEHS)

These are the engagement items on which we will focus: GOAL CATEGORY:

Q03. Opportunity to do best

Area of opportunity: At work, I have the opportunity to do what I do best every day.

This is what we will do to drive increased faculty/staff/administration engagement on this item: (Goal-Specific)
Development work commands a varied but consistent set of skills. Organizational skills are very important, as are communication skills, especially effective writing. Extremely critical are excellent interpersonal skills. Development is about interacting with others; people give to people with causes.

A successful and engaged development operation is one that utilizes staff for their strengths and ensures that they do work that they enjoy. Through efficient job planning, employees will be able to make best use of their unique set of skills, while making the greatest possible contribution to the organization and effect on its mission.

The Development Office staff will meet to discuss each individual’s particular strengths and interests. Based on needs of the Office, these needs will be paired with particular staff members, and adjusted as necessary based upon past workloads and performance.

Startup Time Frame: Already started – weekly staff meetings (Tuesdays at 10 a.m.)

This is what success will look like: (Measured)
Development Office employees will introspectively search for what they truly feel they do best. They will also assess if these things are the things that they enjoy the most. As desired and if possible, additional training will be provided for weaker areas in which the staff member would like to excel. Staff assignments will then be made based upon the individual talents of staff members and needs of the organization.

This is how we will know we are making a difference: (Attainable)
Enhanced communication, participation in alumni activities and ultimately, increased levels of giving to the institution are the goals of the Development Office. When we see these indicators rising, we will know that this is in part due to the commitment of engaged FSEHS employees that are strategically working in roles that best suit them.

This is when we will review our progress:
This will be reviewed informally by the Development Office staff during yearly planning activities undertaken by the Office and in annual performance appraisals.
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GOAL CATEGORY:
Q08. Mission/Purpose

Area of opportunity: The mission or purpose of my agency makes me feel my job is important.

This is what we will do to drive increased faculty/staff/administration engagement on this item: (Goal-Specific)
Inherent in the nature of a successful development operation is belief in the organizational mission. Development is an inside-out process. Therefore if we expect our alumni and friends to believe in the mission of the organization, we must ourselves believe in the organization and passionately work in support of this mission every day.

The Development Office will work to educate faculty, staff and administration in FSEHS on the development process overall, the NSU Division of Institutional Advancement (IA) and current projects underway by NSU IA and the FSEHS Development Office.

Integral to development success is faculty, staff and administration involvement in the development process. The Development Office will work with these groups to help identify, cultivate, solicit and steward donors to FSEHS. When this process is successful, all parties involved feel engaged with an activity that not only supports, but facilitates achievement of the organization’s mission.

Startup Time Frame: One month – April 2009

Action Plan: Meet with executive deans, faculty etc. at retreats and major meetings to give development presentations. This will increase understanding of the function of the Office of Development, and ultimately foster a sense of commitment to its mission and vision.

This is what success will look like: (Measured)
When strategizing about opportunities for growth, FSEHS employees will come to the Office of Development not only for assistance in handling projects and initiatives, but with ideas on how to successfully implement these projects. Through education of employees, they will be empowered to effectively participate in the development process. When employees are empowered and participating in a successful enterprise, they are engaged.

This is how we will know we are making a difference: (Attainable)
Enhanced communication, participation in alumni activities and ultimately, increased levels of giving to the institution are the goals of the Development Office. When we see these indicators rising, we will know that this is in part due to the commitment of engaged FSEHS employees that believe in the mission of the organization and understand their role within it.

This is when we will review our progress:
This will be reviewed informally by the Development Office staff at the weekly staff meeting. More formally, it will be reviewed during yearly planning activities undertaken by the Office.