

Frequently Asked Questions 2014

Do you have more questions that are not answered below?

E-mail orgdev@wcupa.edu

1. Who can apply to become a part of the 2014 Star of Excellence program?

All faculty and staff interested in growing their skills in the areas of leadership, communication, project management, personal development, social equity, or technology.

Departments and groups who have chosen to grow together and serve as accountability partners in a particular area of focus.

Employees who are aspiring or considering future leadership and new career path opportunities.

Staff whose managers or supervisors:

- Have identified a specific area for development as a result of the 2012-2013 performance management cycle.
- See a workforce planning need or career development goal.
- Have given employees the option to choose which star they will earn as a part of the 2014-2015 performance cycle.

2. How much time does it take to complete one star?

At a minimum, six hours of learning and group discussion time, plus the time it takes for students to fill out the application, action plan, and 500 word reflection paper. Students must select five courses prior to their acceptance. Upon acceptance, students are required to attend two group coaching sessions and the graduation at the end of the year.

3. Can I get release time from work?

In most cases, yes, release time is an option. That said, 90% of the curriculum does not require formal classroom instruction. You can select your curriculum to be 100% virtual. See question #4. [CLICK](#) to read the Work Release Policy for instructor-led programs.

4. What programs are offered in each star?

Format:

1. 20 minute videos
2. 40 minute audios
3. On-line instruction (time varies)
4. Instructor led programs (1-2 hrs)

Course Catalogs

1. Communications: [CLICK](#)
2. Leadership: [CLICK](#)
3. Personal Development: [CLICK](#)
4. Project Management: [CLICK](#)
5. Technology: [CLICK](#)
6. Social Equity: [CLICK](#)

5. What will the stars get me?

1. A feeling of appreciation and sense of achievement.
2. Strengthened relationships and increased credibility.
3. New relationships and larger sphere of influence.
4. Increased value to your current job.
5. Transferable knowledge and skills for future opportunities.
6. A new sense of purpose and perspective.
7. Increased overall workplace satisfaction.
8. Best practices and worst case scenarios.
9. Confidence to influence outcomes.

6. How many stars can I earn in a year?

It is recommended that no more than one star be earned per year. If after the first year a student feels that he or she would like to achieve more, it will be recommended that they speak with their manager or supervisor about their goals and rationale behind their interest and commitment to the program.

7. What happens after I achieve all six stars?

STAR^{OF} EXCELLENCE

WEST CHESTER UNIVERSITY

Every year more classes are added. Earn as many stars as you wish in each area. Select the area you are most passionate about or the area which you need to focus on to enhance your value to the organization. The university encourages all employees to become life-long learners. In order to accomplish this, employees must seek knowledge and look for ways to apply and share what they learn continuously throughout their WCU experience.