<table>
<thead>
<tr>
<th>Organizational Development Programs and Services</th>
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<tbody>
<tr>
<td>* In development</td>
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### Culture Training
- LSC 20/20 Culture Transformation Initiative X X X X X X
- Basic Strengths X X X X X X
- Strengths-Based Leadership X X X X X X
- Appreciative Team Building X X X X X X
- Appreciative Accountability X X X X X X
- The Lone Star Way X X X X X X
- Managing and Leading Change X X X X

### OD Consulting Services
- Executive Coaching X X
- Visioning for Teams and Leaders X X
- Strategic Planning X X
- Assistance with Initiative/Proposal Development X X X X X
- Change Management X X
- Customized Team Development X X X

### Academics and Institutes
- Leadership Development
  - The Academy X X X
  - Academy Alumni X X
  - Leadership Excellence & Administrative Development Institute (LSC-LEAD) X
  - *Leadership Education Advancement Program (LSC-LEAP) X
  - Faculty and Classroom Development
    - Higher Education Teaching Institute (HETI) X
    - Adjunct Certification Program (ACP) X
  - * Dean and Chair Institute (DCI) X

### Technical Training
- Microsoft® Office X X X X X X
- Adobe® X X X X X X
- Microsoft® Sharepoint X X X X X
- WebEx™ X X X X X
- Jabber™ X X X X X

### Learning and Development
- New Employee Development
  - * New Employee Orientation (NEO) X X X X X X
  - * Adjunct Orientation X
  - * We Are Lone Star (WALS) X X X X X
  - Certifications and Series
    - Supervisor Foundations for Success Certification X X X X X X
    - Business Skills Series X X X X X
    - Stress Series X X X X
    - MyWorkshops Learning Management X X X X X

### Performance Management
- ePERFORMANCE X X X X

### Scholarship, Professional, and Service Opportunities
- Writing Awards and Committee X X X X X
- Writing Awards Speakers Series X X X X X
- Colleagues without Borders X X X
- Academy Alumni Speakers Series X X X

### Employee Recognition
- Part-Time Staff Excellence Awards X
- Staff Excellence Awards X X
- Adjunct Excellence Awards X
- Faculty Excellence Awards X
- Writing Award X X X X X
- The John and Suanne Roueche Excellence Awards X

### Employee Educational Support
- LSC Tuition Waiver X X X X X
- Educational Attainment Stipend X X X X
- Educational Scholarships (Bachelors, Masters, Doctoral) X X X

### Creative Services
- Photography/Video/Animations X X X X X
- Print/Web/Social Media X X X X
- Other Offerings Varying with Need/Demand

### Definitions
- Adjunct Faculty: An employee who receives a limited per semester appointment to teach no more than nine (9) credit hours per semester not to exceed fifteen (15) credit hours in any given academic year.
- Faculty: Employees who serve in a contractual relationship with the System and whose primary duties and responsibilities relate to educational programs, or to activities directly related to the educational development of students. The term "faculty" includes temporary faculty, but does not include continuing education instructors or adjuncts.
- Part-Time Staff: An employee who serves in a non-contractual position that is designated as non-exempt by the Department of Human Resources in accordance with the overtime requirements of the Fair Labor Standards Act and who works no more than 19.5 hours per week.
- Non-Exempt Staff: An employee who serves in a non-contractual position that is designated as non-exempt by the Department of Human Resources in accordance with the overtime requirements of the Fair Labor Standards Act.
- Exempt Staff: An employee who serves in a non-contractual position that is designated as exempt by the Department of Human Resources in accordance with the overtime requirements of the Fair Labor Standards Act.
- Administrator: Non-instructional, exempt employee who serves in a contractual position.