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Developing an “Office” Culture.

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Primary Presenter Information:

Dr. Jeff Bright Head, Department of Music Arkansas Tech University

Dr. Jeff Bright is head of the Department of Music and Professor of Music at Arkansas Tech University. Prior to his appointment at ATU, Dr. Bright served on the faculties of Western Kentucky University in Bowling Green, Kentucky as well as Northeastern State University in Tahlequah, Oklahoma. Dr. Bright's teaching experience includes directing concert and athletic bands, coordinating the graduate music program at WKU as well as teaching graduate and undergraduate courses in music education. His experience spans thirty-one years of teaching music at the secondary and postsecondary levels. Dr. Bright has been recognized for his teaching excellence by the Kentucky Music Educators, being chosen as the Third District College/University teacher of the year and also by his WKU colleagues who selected him to receive the Potter College of Arts and Letters Teaching Excellence Award.

Dr. Bright's creative activities have led to presentations at both national and state National Association for Music Education conventions as well as at College Band Director's National Association athletic band symposiums. In addition, he is a regular contributor to the *Teaching Music Through Performance in Band* series and has published music education research in *Contributions to Music Education*. Dr. Bright continues to maintain an active schedule as an adjudicator and clinician in the United States and abroad.

Dr. Bright holds bachelors and masters degrees in music education from the University of Arkansas and a Ph.D. in music education from the University of Oklahoma. His professional affiliations include Phi Beta Mu Bandmasters Fraternity, American School Band Directors Association, College Band Directors National Association, College Music Society, Music Educators National Conference, Kappa Kappa Psi, and Phi Mu Alpha Sinfonia.

Additional Presenter Information: No additional presenter

Title of Presentation: Developing an "Office" Culture.

Abstract: Research has shown that an organizations culture has a profound effect on employee recruitment, retention and performance. This session explores the importance of workplace culture in the productivity and morale of faculty members and what role a leader plays in developing that culture.

Keywords: culture, mission, transparency, voice, inclusion, department, organization, performance, faculty governance, distributed leadership.

Presentation Topic Theme: Leadership and Management

Target Audience: Department Heads, Deans, or other unit leaders in a position to influence the culture change of their units.

Presentation Type: Interactive Workshop

Description of the Session: This light-hearted session will engage participants in a discussion about departmental culture: what is it, why is it important and how can a leader shape it? This presentation was inspired by the television show “The Office” and the book “Work Rules” by Laszlo Bock (insights from inside google that will transform how you live and lead).

Participants will have the opportunity to discuss topics pertaining to the importance of unit mission and how it gives direction and meaning to a department’s work, transparency and how trust improves employee performance and the importance of self-governance on employee morale using examples of best (and worst) practices from the manager and employees of the Scranton branch of Dunder Mifflin.

Tentative Examples of Small Group Discussion Questions

Results of group discussion will be shared with entire group. The purpose is for participants to learn new approaches to shape the culture of a department.

1. With the other members at your table, take the next two or three minutes to create your own definition of culture in the work place and brainstorm attributes of a strong/positive workplace culture.
2. Are you currently in, or have you experienced, a negative workplace culture? If so, what was the cause? Was the problem ever addressed and if so what approach was used and was it successful?
3. What are some examples of transparency? Share some examples of how you have been transparent with your faculty members. Is there ever a time when transparency is not appropriate?
4. What are some examples of faculty governance within your department? How do you organize your faculty to give structure and direction to their efforts?
5. What are some successful strategies you have used to change the culture of your department?