

History & Culture

History & Purpose (10 minutes)

- Brief History of American Higher Education
- Purposes of Higher Ed

Types of Institutions (24 minutes)

- College vs. University
- Public vs. Private
- For-Profit vs. Non-Profit
- Online/Virtual
- Secular vs. Religious
- Overview of Carnegie Classifications
- Community & Technical Colleges
- Bachelor's Degree Granting Institutions
- Master's Degree Granting Institutions
- Doctoral Degree Granting Institutions
- Special Focus Institutions
- Tribal Colleges
- Native American Non-Tribal Serving Institutions
- Asian American and Pacific Islander Serving Institutions
- Hispanic Serving Institutions (HSI)
- Historically Black Colleges & Universities (HBCU)
- Land-Grant
- Sea-Grant

Culture & Characteristics (15 minutes)

- Distinguishing Characteristics of Higher Education
- Culture
- Employee Value Proposition

Structure & Governance

Organizational Structure & Governance (14 minutes)

- Overview of Organizational Structure
- Definition of Shared Governance
- Board of Trustees/Regents
- CEO (President's) Cabinet
- Faculty Senate
- Staff Councils
- Graduate & Undergraduate Councils

Faculty, Staff & Students (30 minutes)

- Characteristics
- Academic Titles & Types of Faculty
- Tenure
- Academic Freedom
- Academic Affairs (recruiting, hiring, onboarding of faculty)
- Classifications/Categories of Staff
- Administrators
- Students as Primary Stakeholders
- Students as Employees

Terms & Conditions of Employment (17 minutes)

- Overview
- Who Gets Contracts?
- Academic Year vs. Fiscal Year Contracts
- Who Can Be Released? When & for What Reasons?
- Compensation & Benefits
- Salary Supplements
- Perquisites
- Post Differentials
- Telecommuting

Funding (9 minutes)

- Overview of Revenue Sources
- Percentage of Revenue Received From Different Sources
- Funding Models

Legal Issues (34 minutes)

- Overview
- Disability & Accommodations
- Human Resources
- International Activities & Programs on Campus
- International Student & Employees Abroad
- Safety & Risk Management
- Students

Emerging Issues (28 minutes)

- Accreditation
- Affordability of Higher Education
- Role of Community Colleges
- Distance Education/ Online Courses/MOOCs
- Diversity, Equity and Inclusion
- Increased Use of Adjuncts
- Scrutiny of Athletics
- Succession Planning
- Unionization
- Key Partnerships

Practitioner Perspectives

Transferrable Skills (10 minutes)

Advice & Tips (11 minutes)

- What Have You Found Helpful?
- What Would You Not Advise?
- What General Advice Would You Pass Along?

Remaining Current (18 minutes)

- Industry Resources
- CUPA-HR Resources