



## Director of Instructional Technologies Competencies

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### Core Values

<p><b>Professional Service and Support</b> Providing timely quality service and support for using technology in teaching and learning.</p>	<p><b>Creativity and Innovation</b> Focusing on desired product and interface, rather than on tool. Using basic digital media tools, standards, and processes to foster innovative and creative solutions.</p>	<p><b>Content Protection and Portability</b> Adhering to accepted digital media format, data, and equipment standards to protect investments and insure portability. Supporting and contributing to Open Source initiatives.</p>	<p><b>Respect for Intellectual Property</b> Understanding and respecting fair use guidelines, release waivers, and copyright laws. Developing technical solutions to support this value.</p>
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### Competencies

<p><b>Leadership</b> Articulating vision and goals, planning a process, and motivating others to reach organization objectives.</p>	<p><b>Creative Thinking</b> Collecting data, critically evaluating, analyzing, and seeking creative and innovative solutions to needs.</p>	<p><b>Change Agent</b> Taking initiative to identify challenges, enlist the support of others, and develop transition strategies.</p>	<p><b>Collaboration</b> Communicating ideas among individuals and groups, enhancing opportunities for teamwork and collaboration.</p>	<p><b>Continuous Learning</b> Continually seeking and supporting opportunities for professional growth and learning new technologies.</p>
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### Attributes

Identifying mission and vision congruent with institutional goals	Collecting and analyzing data from a variety of sources	Developing vision of change continuum	Selecting strategic partners	Keeping current on technology topics and trends
Planning strategically and tactically	Seeking creative and innovative solutions to challenges and needs	Challenging status quo and stasis as needed	Communicating effectively in a variety of formats	Maintaining knowledge of applicable technology and data standards
Assessing needs and developing initiatives, goals, and timelines	Adapting technologies and data standards to local needs	Understanding needs of stakeholders and generating commitment	Participating in communities of practice	Keeping involved in communities of practice
Motivating others to achieve goals	Simplifying and streamlining user interfaces for accessing resources	Taking calculated risks	Promoting team-building strategies	Developing technical and professional growth plans
Assessing, evaluating, and reflecting	Taking initiative to address challenges and needs	Developing strategies to gracefully manage change	Facilitating collaborative decision making, consensus, and compromise	Learning appropriate new technology and keeping abreast of profession
Being responsible and accountable	Managing and mentoring creative people	Monitoring progress and making adjustments in strategies	Facilitating collegial approach to collaboration	Promoting technology and information literacy for clients and staff.
Protecting content, standards, and portability		Communicating needs and process; managing expectations	Developing products and solutions to challenges	Reading and contributing to professional literature

### Outcomes

<p><b>Quality Service and Support</b> Able to provide high quality digital media services and support to students, faculty, and staff in a timely manner.</p>	<p><b>High Quality Digital Products</b> Able to balance creative, quality/cost, and technical issues to design and create viable digital media products.</p>	<p><b>Collaborative Projects</b> Able to work with a diversity of staff and clients in a collegial and collaborative manner to complete digital media projects.</p>	<p><b>Mastery of Technology</b> Able to learn, configure, and use technology to successfully provide professional digital media services and support.</p>
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