

A New Name and New Goals

ORGANIZATIONAL LEARNING AND PROFESSIONAL DEVELOPMENT

An Interview With Dr. Harvey Slaughter, Director

by James Burger



"We're creating a learning community among employees."

With a determination that reflects his status as a 2nd Black Belt in Tae Kwon Do, Dr. Harvey Slaughter explains the philosophy behind his department's name change from Training and Development to Organizational Learning and Professional Development (OLPD). "Our office contributes to the mission of Dartmouth College by creating a learning community among employees." In a learning community, he says, individuals are encouraged to take advantage of opportunities to strengthen social and technical skills, broaden professional development, and expand intellectual interests. "Employees who do so are able to participate more fully in the cultural and social life of the Dartmouth community. They are also more likely to understand the goals of the College and how their job contributes to the success of Dartmouth's mission."

In addition to providing professional development opportunities for staff, OLPD oversees reimbursement for the College Tuition Assistance Plan, the Tuition Grant-in-Aid program, and the Tuition Assistance Program. Under Dr. Slaughter's leadership, the office also offers consultation services in mediation, performance communication, change management, and leadership development.

Director of Organizational Learning and Professional Development at Dartmouth since August, 2002, Dr. Slaughter grew up in Detroit, the middle child in a family of nine brothers and sisters. President of his graduating class and a two-letter winner in high school track and field, he won a scholarship to the University of Michigan in Ann Arbor, where he met his wife, Phyllis, as a freshman in the Residential College. He holds a Ph.D. in Higher Education Administration, with a specialization in the relevance of curriculum to the field of practice; an M.P.H. in Health Policy and Administration; and a B.A. (double major) in English and History.

Trained in the Kang Duk Won style, he participated in the successful movement to have Tae Kwon Do sanctioned as an official Olympic sport. In addition to being an enthusiastic fan of college football and basketball, he currently practices the martial art of Wing Chun and enjoys squash as his major aerobic and an aficionado of Baroque classical music. He also lists Andrés Segovia, Bob James, Nina Simone, and the Winans as some of his favorite musicians.

Dr. Slaughter's goals for Organizational Learning and Professional Development include expanding the awareness on campus of the contributions that employees make to Dartmouth's community life and developing a core supervisory skills curriculum for new managers. "We're looking forward to developing new programs for faculty, such as *How to Be a Department Chair*," he says, "and, in the near future, we will collaborate with key leaders across campus to create an Executive Leadership Forum, where critical issues facing Dartmouth and the future of higher education can be discussed."



"After living in Minnesota, I'm used to the winter!"

And how does he like living in New Hampshire? "Well, after living in Minnesota, I'm used to the winter! And during my years in Detroit, I visited Canada often, so it's great to be so close to Montréal and Québec. I'm still discovering parts of the Upper Valley area and look forward to exploring it more. This summer my family and I hope to vacation in New Brunswick. Afterward, we hope to explore Maine and New Hampshire. The Dartmouth community is exceptional, and I'm honored to be able to add my contributions in the work that I do."



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OLPD on the Web:
www.dartmouth.edu/~hrs/olpd.html