

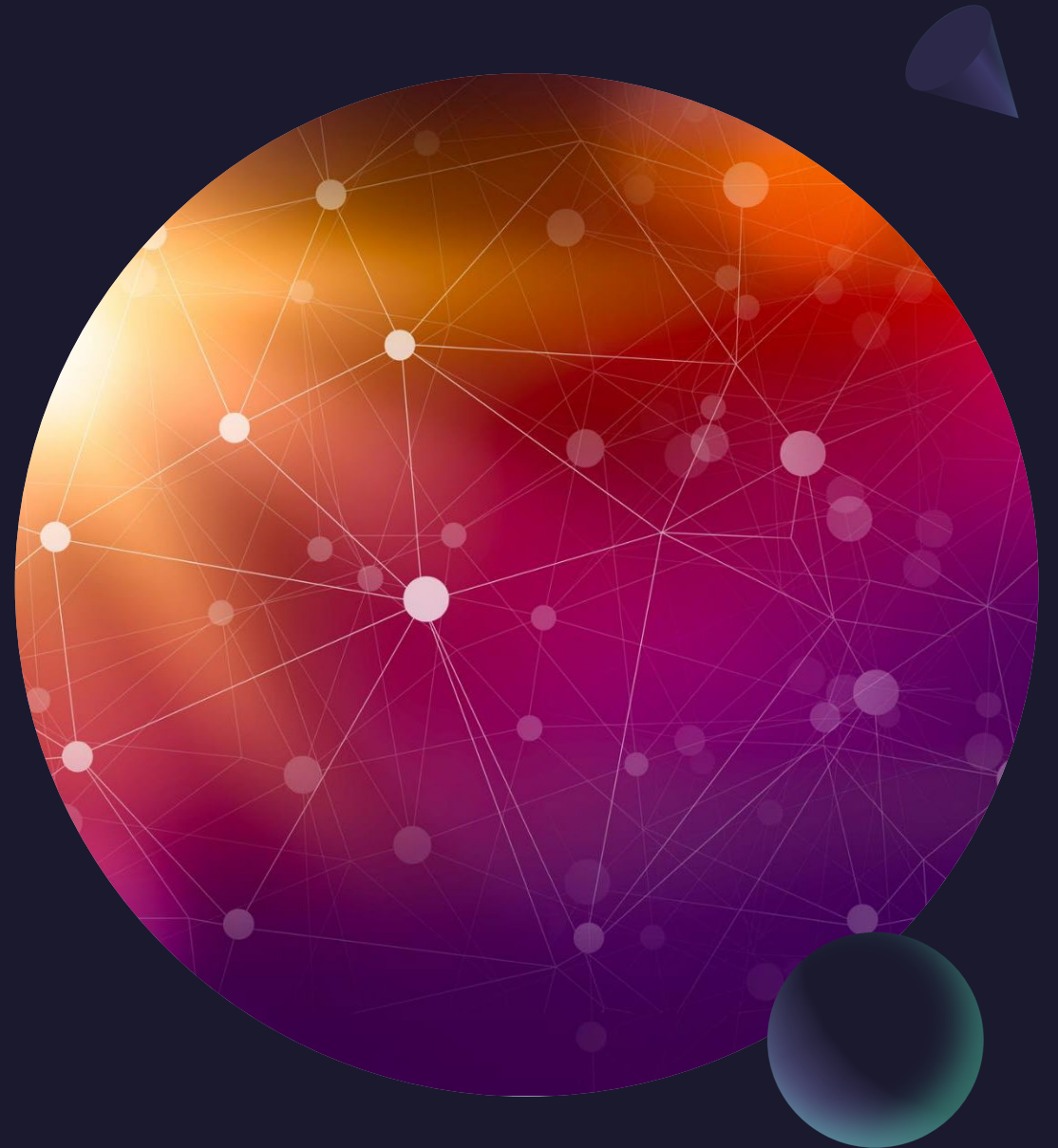


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HIGHER ED & RESEARCH TECH SUMMIT

Gamification of Staff Development: Wizard, Rogue, Developer, Engineer

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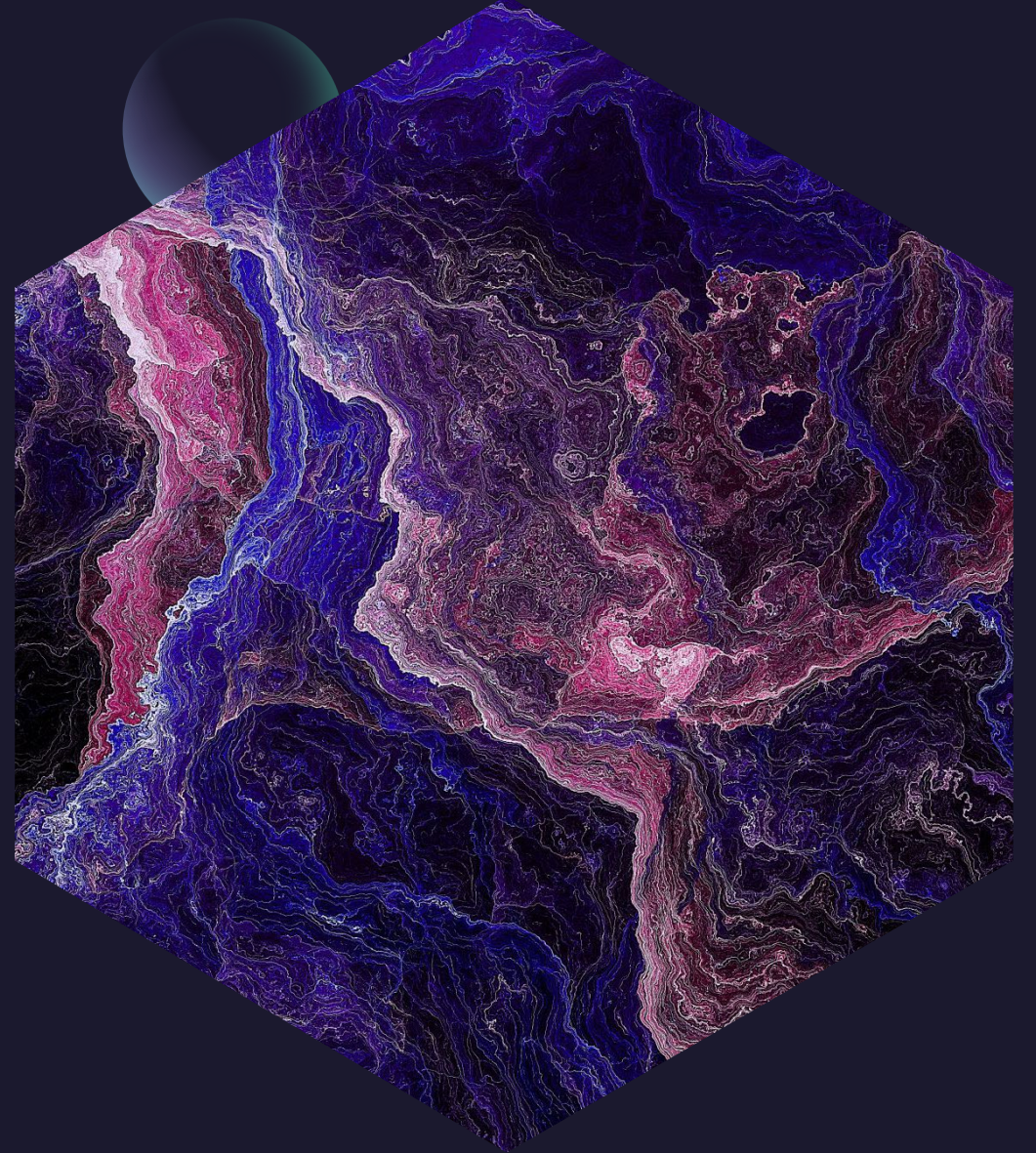
Trevor Fuson, MSc.
Chief Information Officer



Why?



Retain



Recruit



Develop



How?



What?



Older Plans

Level I

Skills and Abilities

- Certifications
- Required Work Experience

Level II

Skills and Abilities

- Certifications
- Required Work Experience

Level III

Skills and Abilities

- Certifications
- Required Work Experience

Latest Plan

- XP
- Skill Trees
- Character Sheets
- Multiclassing
- Signature Skills
- Capstone Achievement



Core Mechanic

Certification Level

Intermediate

Advanced

Expert

Education & Experience (Years)	2	3	4	5	6	7	8	9	10	11
Total Career Points (XP)	4	6	8	12	16	24	32	48	64	96
DBA / DevOps								I	A	E
Sys Admin							I	A	E	
Solutions Architect								I	A	E
Software Developer							I	A	E	
Network Administrator							I	A	E	
Service Desk			I							
Desktop Support			I	A	E					
Education Technology					I	A	E			
Pay Grade	5	6	7	8	9	10	11	12	13	14


Character Sheet

Pay Grade determined by:

- Skills Levels (XP)
- Education and Experience
- Certification Level of Signature Skill

Core Rules / Game Manual

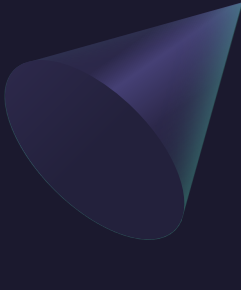
1	Name	Example Person	10	Experience Grade			
2	Prior Experience (Years)	5	7	Total Education + Experience			
3	Effective Start Date	1/1/2021	2	Experience (Years)			
4	Education Equivalency	High School	0	Education (Years)			
5	Job	DBA/DevOps/Solution A	10	Career Grade			
6	Signature Skill	Database	11	Signature Skill Grade			
7	Grade	10					(Associate Level)
8							
9	Data Science		2	Basic	Intermediate		Basic
10	Programming		8	Advanced	Advanced		
11	Front End Development		8	Advanced	Advanced		
12	Development Methodologies		4	Intermediate	Advanced		
13	DevOps Engineering		2	Basic	Basic		
14	Systems Administration		0	Green	Green		

 Data Science <i>Database Programming, Data Analysis</i> Data science is an interdisciplinary field that... extract knowledge and insights from data in order to... to unify statistics, data analysis, machine learning... with data. It employs techniques and theories... information science, and computer science. ¹
Novice Data Science Demonstrated Competencies <ul style="list-style-type: none"> • Visualize and communicate information to others • Read and understand SQL
Basic Data Science Demonstrated Competencies <ul style="list-style-type: none"> • Proficiency with SQL and database programming
Intermediate Data Science Demonstrated Competencies <ul style="list-style-type: none"> • Write and modify SQL queries • Strong understanding of normalization, referential integrity, and database design Courses & Certifications <ul style="list-style-type: none"> • Introduction to Structured Query Language • SQL Essentials and Become a Data Scientist • SQL for Data Science

Capstone Adjustment

- Market Differential Challenges

Grade	Capstone Adjustment
14	\$10000
13	\$9000
12	\$6000
11	\$3000
1-10	No Adjustment



Doesn't work
for you?

The Key Idea



How do you do it?

- Start Small
- Be Persistent
- I can help





Questions?



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Thank you