
ORGANIZATIONAL DEVELOPMENT & TRAINING

Managers Meeting with President Cole Notes from Accountability Working Group February 17, 2009

Regarding question #1: General Observations/Suggestions about the Strategic Plan, as it is currently written

- It was suggested that the value of Accountability should be integrated into the other values, rather than stand alone. Pros and cons of the suggestion were exchanged on this suggestion.
- It was suggested that Physical Resources be pulled out from under University Life Enhancement and be a stand-alone value. It was further suggested that this item include the development of a master plan for facilities that takes into consideration enrollment growth, the need for physical growth, building renovation, property acquisition, and new construction.

Regarding question #2: Group Discussion of Accountability

1. That benchmarks be established for all areas, using both internal measures and research regarding how other comparable institutions address Accountability
2. That “high standards” for Accountability be specifically defined
3. That standards be set in policies and procedures
4. That standards be consistently applied across all areas of the University
5. That there be a centralized location for University policies and procedures
6. That staff training & development be provided on the University’s Accountability expectations
7. That the New Hire Orientation include information regarding Accountability, and that perhaps a program parallel to the New Faculty Orientation Program can be developed for managers
8. That there be greater consultation, collaboration and teamwork among work units in conducting day to day business, e.g. involve the legal department earlier in the process, as part of planning, rather than waiting until a problem arises – reduce silos

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9. That departments designate a “help” person for their respective areas similar to the IT Helpdesk
10. That structural changes be considered
11. That operating procedures be spelled out
12. That State Rules and Regulations be integrated into Accountability standards and that awareness of these Rules & Regulations will be increased through orientation, training programs, & communications efforts
13. That Ethics training be included in the New Hire Orientation
14. That ethics be integrated into the day to day operations
15. That the University will assess performance in Accountability, on a regular basis, in a structured manner
16. That the University will foster more transparency
17. That Accountability will be specified in a managers’ handbook
18. That the University will endeavor to be proactive, rather than reactive, regarding Accountability issues