

# Breakout Group #11: Efficiencies



**OLD DOMINION**  
UNIVERSITY

# Group #11 Membership

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Facilitator: Etta Henry

Recorder: Daniel Campbell

Members:

- Erin Abrams
- Austin Agho
- Fred Chao
- Rodger Harvey
- Ethan Landers
- Chrysa Malogianni
- David Metzger
- Teressa Murrell
- Desh Ranjan
- Shari Swain
- Denisse Thillet
- Chuck Thomas
- Cindy Tomovic
- Ingrid Whitaker
- Lynn Wiles
- Aey Wongtrirat
- Wie Yusuf

# Group #11 - Overarching Recommendations

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List five to seven strategies for new or expanding efforts.

1. Examination of technology, and communication between software systems university wide
2. Retention of staff/faculty - cross training, professional development, and succession planning
3. Review of annual evaluation process and supporting technology
4. Process for approval of new programs
5. Focus on planning - proactive vs. reactive

# Group #11 - Strategy 1

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**Provide additional details on the recommended strategy; including opportunities and/or challenges in achieving the desired outcome.**

- Employee retention - cross training, professional development, and succession planning
- Identifying mission critical skills
- Investment in staff
- Review market analysis of salary and non-monetary compensation and associated benefits

# Group #11 - Strategy 2

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**Provide additional details on the recommended strategy; including opportunities and/or challenges in achieving the desired outcome.**

- Examination of technology and communication between software systems university wide
- Opportunity - use EVMS integration as an opportunity to adopt best strategies
- Challenge - need to ensure appropriate functional users are included in the discussion and decisions; timing of integration

# Group #11 - Strategy 3

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**Provide additional details on the recommended strategy; including opportunities and/or challenges in achieving the desired outcome.**

- Review of overall evaluation process and supporting technology
- Faculty - annual
- Staff - annual
- Student evaluation of courses and faculty
- Challenge - ensure relevancy and modernize platform
- Opportunity - willingness to participate in process improvement strategies; build upon existing technology