

Breakout Group #7: Efficiencies



OLD DOMINION
UNIVERSITY

Group #7 Membership

Facilitator: Daniela Cigularova

Recorder: Harold Williams

Members:

- Will Dawson
- Stuart Frazer
- Megan Frost
- Zaria Gassaway
- James Michael Hall
- Cathryn Janka
- Elspeth McMahon
- Lisa Moser
- Corey Peters
- Ricky Rahne
- Annette Schmidt
- Yonghee Suh
- Chuanyi Tang
- Coulson Thomas
- Tanya Tyler
- Al Wilson
- Dan Zimmerman

Group #7 - Overarching Recommendations

List five to seven strategies for new or expanding efforts.

1. New Expectations
2. Maximizing Human Capital
3. Sharing Expenses/Responsibilities

Group #7 - Strategy 1

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

- New Expectations with New Administration
 - Removing the silos/thinking outside our departments
 - Exploring opportunities centralized selected practices to mission critical operations (Hiring, spending budget, and student employment)

Group #7 - Strategy 2

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

- Sharing Expenses/Responsibilities
 - Learn how positions and systems are funded and paid for to find opportunities (ex. Athletic Liaison in Admissions, Student Success and Academic Affairs)
 - Systems audit to find common functions that can be consolidated between departments (ex. Advising for On-Campus vs Online, CRMs, Chat platforms Across Campus)
 - Demonstrating "mass use" to justify new software purchases
 - Common workflows (Spending funds, student teaching platform, Student Support Services)
 - Reward System for Sharing Costs
 - Central pool of funds between departments

Group #7 - Strategy 3

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

- Maximizing Human Capital
 - “Less with Less” (Finding new operations that match our vacancies and recognizing the gaps)
 - Explore Retention Efforts (ex. career planning assistance and opportunities)
 - HR Processes
 - Hiring: Having a liaison to assist with HR processes within department *Professional Development Opportunity
 - Centralizing succession planning efforts for transition (Ex. Access to previous information from one hire to another)
 - Find opportunities to make processes more efficient (ex. establishing a student employment office)