



Campus Wide Policy Management

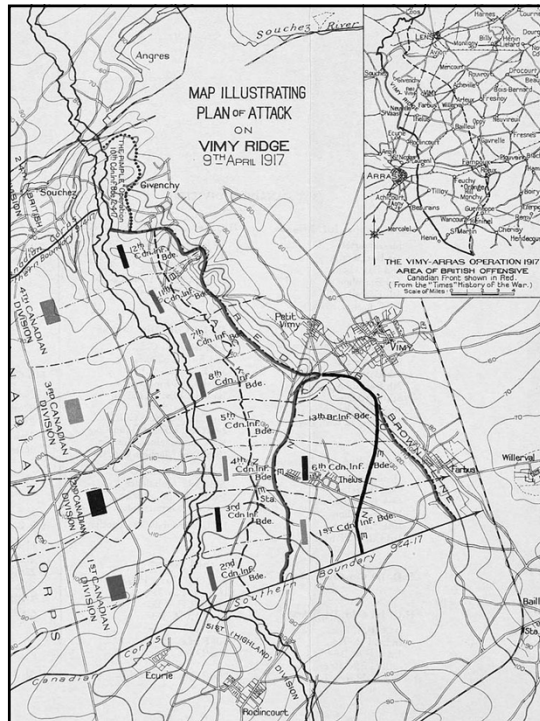
Lessons from the Trenches

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Poll: Does your institution have a centralized process for managing policies?

- Yes! We have been doing this for a long time.
- Yes, but we are just getting started.
- No, but we are developing one.
- No. That would never work at my institution.

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Battle Plan

- Recruitment
- Basic Training
- Defining the objective
- Leveraging strengths

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Recruit the Troops!

Strategies:

- The Carrot – donuts, cookies, lunch, outreach, training, one-on-one meetings
- The Stick – President and Provost mandate
- The Path of Least Resistance - Focus on making it easier for departmental policy owners



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Basic Training: Obstacles

- Difference in Organizational Culture
- Conflicting definition of "Policy"
- Uneven foundations
- Different expectations for the role of technology
- Inconsistent definition of policy manager role
- Competing priorities



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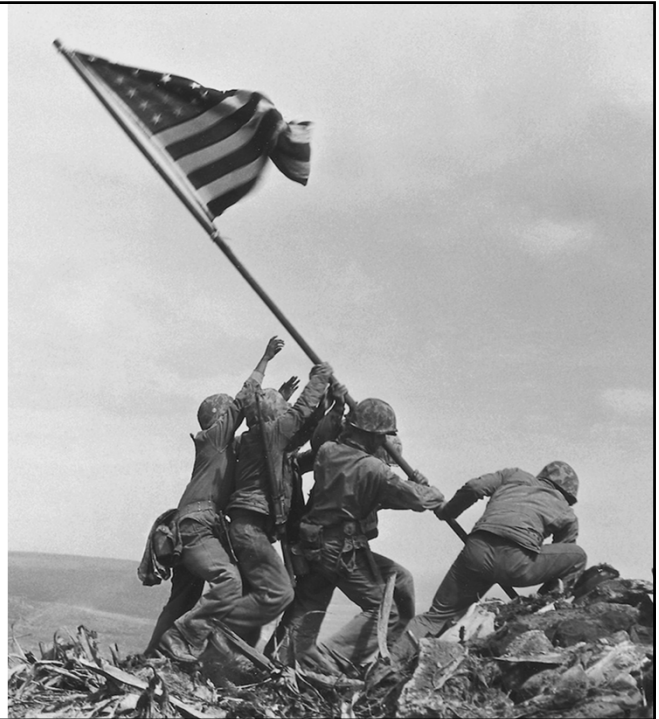
Poll: How much experience do you have with policy management?

- Less than 1 year
- 1-3 years
- 3-5 years
- 6-10 years
- More than 10 years

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Basic Training: Strategies

- Focus on building consensus.
- Foster collaboration to create a sense of teamwork.



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Defining the Objective

- What is the desired end product?
 - Fully centralized process?
 - Automated?
 - Policy review timeline?
- How will you measure success?
 - Milestones?
 - Reporting?
- Does everyone agree on the goal?



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Leverage Your Strengths

- What do you have to work with?
 - Staff
 - Tools and tech support
 - Budget
 - Support from Administration
- Consider the strengths of the group.
 - Institutional knowledge
 - Skills
 - Resources



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Poll: What is your biggest strength?

- Staff
- Tools and tech support
- Budget
- Support from Administration
- Other

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After Action Report

- Understand the need before you develop a solution. Solve the problem first.
- Low tech approach can work.
- Bad ideas lead to good ideas.



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Questions?