DRAFT PROPOSAL

Revised Support Unit Review Approach and Long-Term Schedule Development

OBJECTIVE
Align support unit reviews with vice presidential area priorities, planning and continuous improvement to build a high-performance culture as “One University”

CONTEXT
For the last five years, Ohio State has conducted support unit reviews that emerged from the Hoffsis Committee recommendations in 2002 and have been adjusted somewhat over time.

Process is overseen by the Central Services Subcommittee (CSS) which is a subcommittee of the Senate Fiscal Committee.

Support and coordination is provided by the Office of Institutional Research and Planning.

Given the development of institutional priorities and the key role of senior leadership in achieving these objectives, the time is right to adjust our approach to support unit review.

Need to ensure that the reviews are most helpful to each vice presidential area’s continuous improvement process in the context of larger institutional priorities and initiatives.

GOAL
Enhance the value of support unit review by ensuring vice presidential and unit ownership of with targeted support and input from IR&P, HR and CSS.

RECOMMENDATIONS
Principles and Purposes of Review

1) Reviews are most effective when done by units for their own improvement – not “to them” by an external entity.

2) Reviews should be data-informed, future-focused, and improvement oriented – not defensive or focused on maintaining the status quo.

3) Sequence of and the approach to the process of self-study/external team visit/action plan should be determined by the vice president and unit director in consultation with CSS/SFC.

4) CSS/SFC’s primary role should be to provide input to functional and unit-based reviews, use the review results via the budget process as is currently the case, and consider the amount of support units receive and the value of the support they provide to achieve our academic goals.

5) IR&P and HR staff members should provide support for planning process facilitation, survey and focus group design, data gathering, and strategic analysis, and team visit logistics (see attached diagram and draft schedule).
**ACTIONS**

Immediate:

Larry Lewellen, Bill Shkurti and Joe Alutto will present the issue to the vice presidents to obtain their guidance on a short-term schedule and implementation of the recommendations.

Vice Presidents and CSS/SFC together will identify up to three units to be reviewed in the present cycle (late Spring 2009 – Winter 2010 time frame for self-study, external panel visit, action plan) - process support will be provided by IRP and HR.

Vice Presidents together with CSS/SFC will identify a functional review for the next cycle.

Longer-Term:

Vice Presidents and CSS/SFC determine and ensure that the long-term schedule and sequence of unit-level and functional reviews is appropriately strategic.

The proposed schedule and sequence of unit-level and functional reviews is confirmed annually during early winter and plans for reviews to take place within the following three years is revised and adjusted accordingly.

Senior management (President, Provost, VP’s, Board) align VP area goals and objectives to create a high performance culture supported by an effective, integrated review strategy that is informed by best practices.

References:
