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.
Battle Plan

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

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
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
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

Basic Training:
Strategies

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

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
Poll: What is your biggest strength?

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

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.
Questions?