

**Organizational Excellence
Leadership Council Meeting Summary
August 8, 2013**

Attendees

Sponsors: Pat Hogan, Colette Sheehy

Council: Chair, Bob Pianta; Virginia Evans, Thomas Gorski, Hossein Haj-Hariri, Chris Holstege, Erika James, Rich Kovatch, Jim Matteo, Christina Morell; Ex Officio: Milton Adams, Nancy Rivers, Sarah Collie, and Lee Baszczewski

Absent: Sponsors: John Simon, Harry Harding; Council: David Leblang, Rick Myers, and Tamara Sole.

I. Welcome and Introductions

Dean Bob Pianta, chair of the Organizational Excellence (OE) Leadership Council opened the first meeting and explained that the OE effort is oriented around the core academic mission and is an ongoing program, not a short-term task force. It is a focused, analytical approach to promote high-quality processes, functions and outcomes.

II. Framing Organizational Excellence and Discussion

The purpose of Organizational Excellence comes directly from the Strategic Plan (refer to Pillar 5 and Strategy 14). The formal OE program's purpose is to enable the achievement of institutional strategic goals and priorities - excellence in education, research, and scholarship - and leverage its core strengths and distinctions through resource alignment and optimization.

III. Opportunities

Through recent University surveys, strategic planning process, and public forums a number of improvement opportunities have been identified.

Given the need for data to guide decision-making, the group discussed the University participating in a comprehensive benchmarking study that will provide a baseline and help identify improvement priorities. The proposed scope includes administrative functions at the central- and school-level.

The results will include: quantitative performance comparisons with higher education peers and private industry and a baseline to monitor future performance and identify areas of opportunity for improvement.

The Leadership Council endorsed the benchmarking study.

IV. Defining Success and Engaging Community

The group discussed how success should be defined and measured. Success needs to account for various perspectives and the language we use to communicate is important. The focus should be on quality and excellence. A subgroup will be established to address engagement and communication.