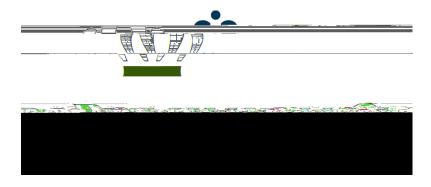
Breakout Group #12: Innovation

"We are too lean to innovate well!"



Budget Summit April 26, 2023

Group #12 Membership

Facilitator: Dennis Gregory

Recorder: JaRenae Whitehead

Members:

- Katherine Barton
- Elizabeth Black
- Rich Clark
- Kirk Dewyea
- Stephanie Ewers
- Shawnda Green

- Raquan Griffin
- Tim Kovacs
- Lakisha Mompremier
- Manish Paladhi
- Patrick Sachs
- Wood Selig

- Felecia Spivey
- Cullen Strawn
- Tancy Vandecar-Burdin
- Suzanne Wright



Group #12 - Overarching Recommendations

List five to seven strategies for new or expanding efforts.

- 1. Gather climate information on adjunct experience.
- 2. Create a unified student experience.
- Support broad professional development through student/faculty/staff credentialing/certification programs.
- 4. Explore internship incentives within local market. (Athletics model)
- 5. Promote central sharing model for programs and ideas.
- 6. Develop and embrace new cultural practices that are agile and discipline/ department specific. (Rigid handbook guidelines)



Group #12 - Overarching Recommendations

List five to seven strategies for new or expanding efforts.

- 7. Work within ODU to attract and retain talent.
 - Intentional efforts to address barriers to recruitment and retention.
 - Investment is workforce salaries.
 - Examine how we hire and onboard (more flexibility with direct hires vs. interviews)
- 8. Increased focus on information seeking.
- 9. Consider academic program assessment on more than just headcount.
 - Ophthalmic Medical Tech program example
- 10. Incentives for entrepreneurships.



Group #12 - Strategy 1

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

- Develop a unified student experience
 - Invest in a Customer Relationship Management System
 - Leverage Artificial Intelligence to offset staffing limitations
 - i.e. enhancing experiences such as student advising
 - Challenge would be monetary investment and cultural norms
 - Mindful implementation to ensure human element is maintained



Group #12 - Strategy 2

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

- Innovation and Investment in Recruitment and Retention
 - Embrace new cultural practices that are agile and discipline/ department specific.
 - Explore how we hire and promote talent
 - Incentives such as free parking, meal pl



Group #12 - Strategy 3

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

- Streamlining systems and points of access for information
 - Investment in a true Enterprise Resource System
 - Central sharing models for programs and ideas
 - Appreciating that embracing diversity also means diversity of ideas and thoughts
 - Embrace ideas for frequent and intentional opportunities to explore innovation
 - Be intentional in relating our ideas back to strategic plan
 - Regularly study innovation and incorporate it into the training models that incorporate the university
 - Innovation Committee with broad campus representation at the University level

