

Effective: September 16, 2014

Administrative Policy
ADMINISTRATIVE AGILITY TEAMS

Approved: September 16, 2014
President's Cabinet

In keeping with Millersville University's strategic plan, "Our Bold Path," as we seek to be adaptive, versatile, and flexible in achieving goals that ensure the institution's long-term effectiveness and enhance learner success, the President's Cabinet, at its sole discretion, may form cross-divisional Agility Teams (hereinafter called A-Teams).

A-Teams will be formed to establish new ways of doing business, reorganize structures, update technology, reconsider facility use, review budgets and policies, address cross-divisional issues, or pilot programs that meet the needs of current and future students.

Procedures

Ideas for cross-divisional issues to be addressed or programs to be implemented may be submitted through divisional vice presidents or to the President at MUPresident@millersville.edu.

Cabinet determines whether the establishment of an A-Team is warranted.

At the time the team is formed, Cabinet will define the sphere of authority, the desired outcome, anticipated timeline, and designate who will evaluate/assess the outcome.

Cabinet will appoint a member of the President's Cabinet to serve as the A-Team sponsor. The sponsor will have no official capacity on the team but will be available to the team for consultation. The sponsor will also act as the Cabinet liaison.

The President or his/her designee will deliver the charge to the A-Team, empower them to seek a resolution or propose a pilot program that doesn't violate union contracts, isn't cost prohibitive, and can be implemented quickly.

When the A-Team fulfills its charge, the Cabinet sponsor will ensure that the A-Team plan is added to the Cabinet agenda. Cabinet will review and implement the plan or program for a trial period of one year.

At the conclusion of the one-year trial, the plan or program will be evaluated/assessed to determine its impact on meeting the goals of the University. Based on the assessment, Cabinet will determine whether to continue the plan or program.

Team Membership

Cabinet will identify individuals who have special knowledge or expertise on the subject, who embrace creativity and innovation, who work collaboratively, and who have a proven track record of taking calculated risks to serve on the team.