**Dimension 6: Organizational Agility** [[1]](#footnote-1)

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**Dimension Statement:** RIT’s curricula, administrative, and organizational structures will serve, not impede, discovery, border-crossing, and collaboration among students, faculty, and staff. We will develop an operational culture in which good ideas find and drive the processes necessary to support them efficiently.

**Initiating Considerations:**

* Are their RIT policies and/or practices that impede student learning? What would happen if they were revised or eliminated?
* Conduct a discussion about non-productive meetings. Is there a creative way to reduce their number?
* Consider instances in which faculty/staff cannot get the institutional data they need.
* Do we make sufficient use of technology to make tedious practices more efficient?
* What are the most harmful instances of silo’s and how could they be eliminated?

**Possible areas of focus:**

* Faculty sabbaticals in another RIT college?
* Create an organizational structure and university-wide accounting practices that encourage true inter-disciplinary collaboration among students, among faculty, and between students and faculty.
* Create opportunities for students to enroll in courses traditionally “closed” to non-majors—e.g., studio classes in CIAS.
* Consider a student survey in which
* Develop alternative methods for evaluating and granting credit.
* Address efficiency of decision making across the university, including governance groups.
* Explore alternative arrangement of teaching roles.
* Remove silos impacting information sharing.
* Reward groups that develop time- and angst-saving processes for decision making and implementation.
* Establish a “silo-crushing” award.
* Consider a student survey exploring the most irksome and non-productive policies and procedures.

Organizational Agility (2)

**Suggested Reading for Organizational Agility**

* *Environmental Scan* for SP 2025 (<https://www.rit.edu/president/plan2025/environmental-scan>)
* Creativity Committee Report (2008)
* Noel-Levitz SSI 2012 Results.
* *Changing Course: Ten Years of Tracking Online Education in the United States.* Babson Survey Research Group. (<http://www.onlinelearningsurvey.com/reports/changingcourse.pdf>)
* *The Myths of Innovation,* Berkun.
* “Disrupting College,” Christensen, Horn, Caldera, Soares. (<http://www.americanprogress.org/issues/2011/02/pdf/disrupting_college.pdf>
* “Is Growth the Only Answer to Financial Stability?” Watters, RIT Open Administraton. (<https://www.rit.edu/president/protected/watters_sept_2012.pdf>)
* “The Future of Colleges and Universities,” Thomas Frey. (<http://www.davinciinstitute.com/papers/the-future-of-colleges-universities-blueprint-for-a-revolution/>)
  + RIT’s Inclusive Excellence Framework (<http://www.rit.edu/diversity/inclusive-excellence-framework-overview>)

**RIT Data**

* Institutional cost model
* RIT Data Warehouse
* List of available institutional data from Institutional Research & Policy Studies

1. Goals and Strategies developed for this Task Force are likely to be trans-dimensional with *Student Success* and *Innovative Curricula and Creativity.*  [↑](#footnote-ref-1)