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Integrated Clusters Transformational Design

Plymouth State University

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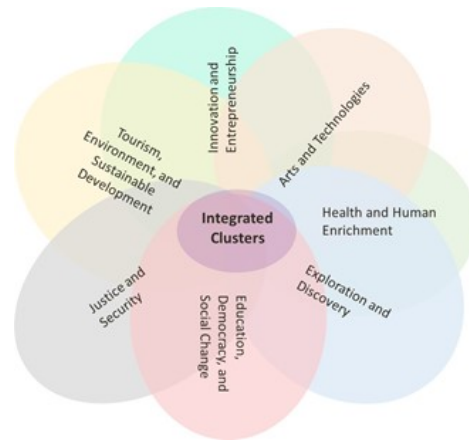
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Integrated Clusters

Transformational Design

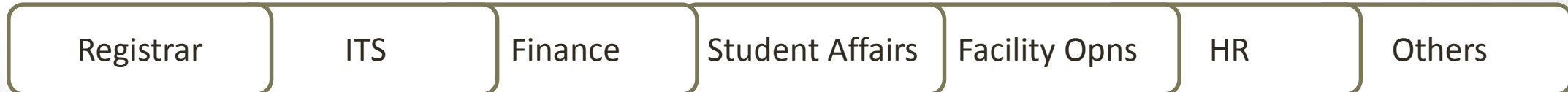
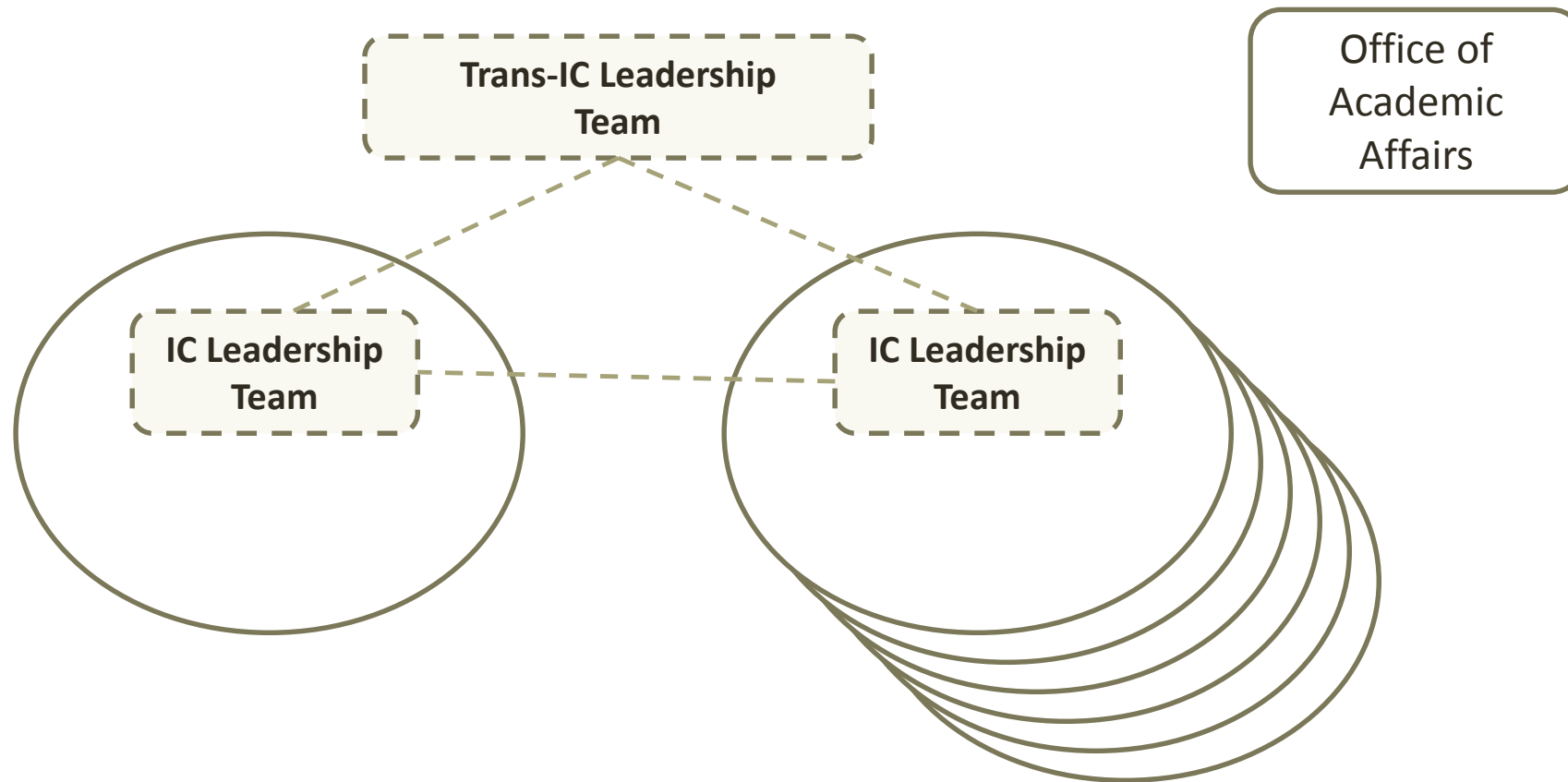


Defining the Design Challenge

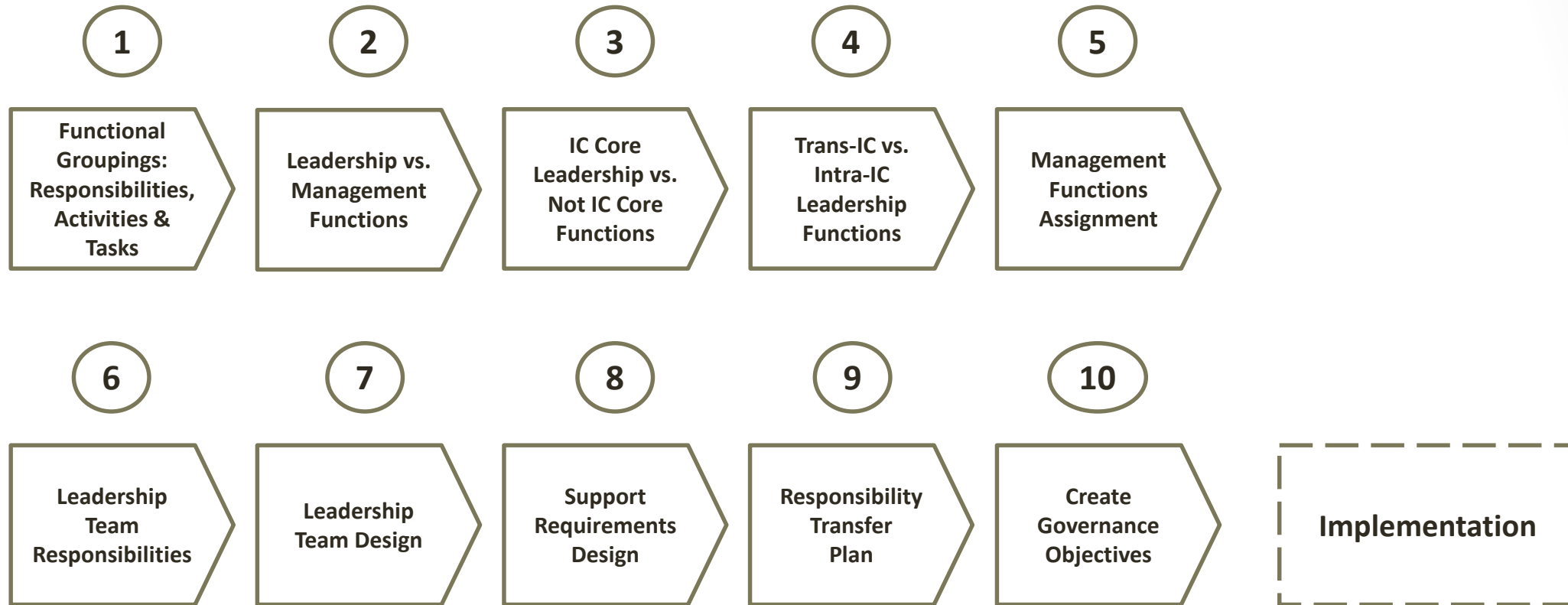
Conduct the analysis and identify proposed solutions to create a Transformational Design for PSU centered on the Academic/Administrative construct of Integrated Clusters.



The IC Leadership Team Concept

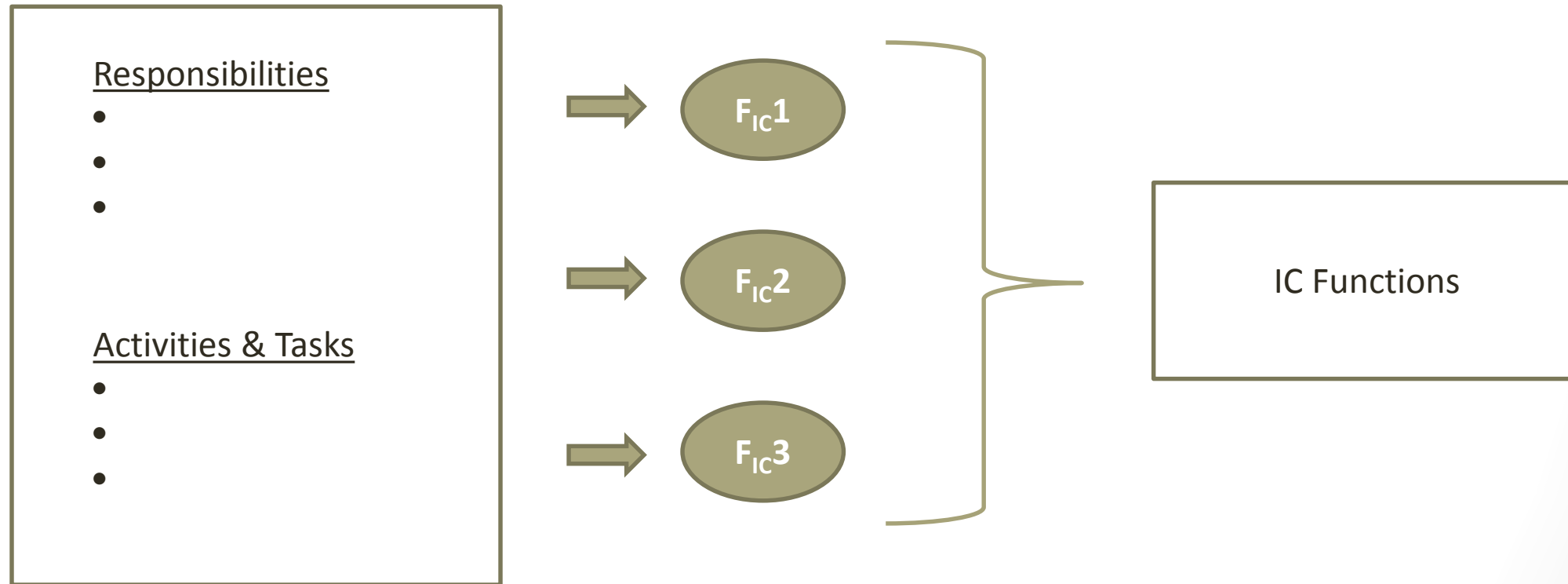


IC Leadership Analysis and Design Flow



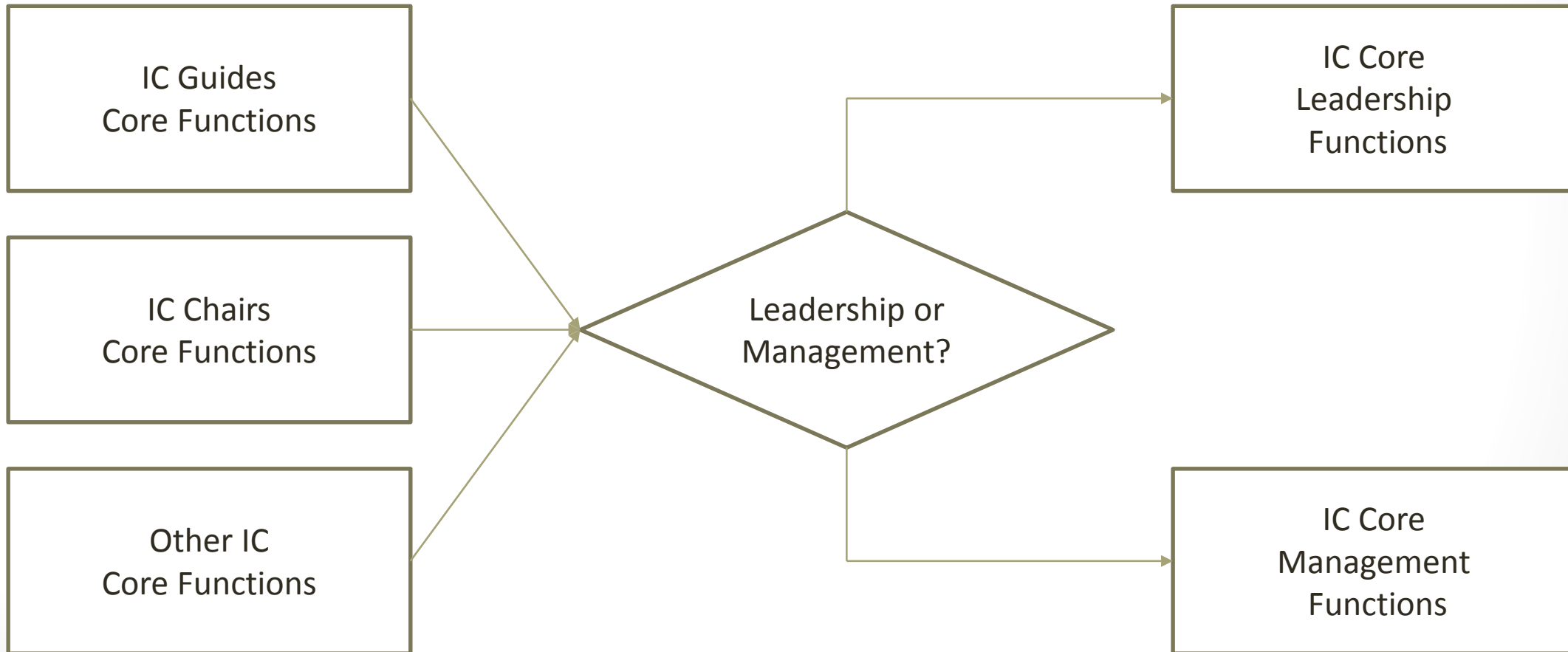
Step 1: Defining Current IC Functions

Define Logical Functional Groupings based on Responsibilities, Activities & Tasks



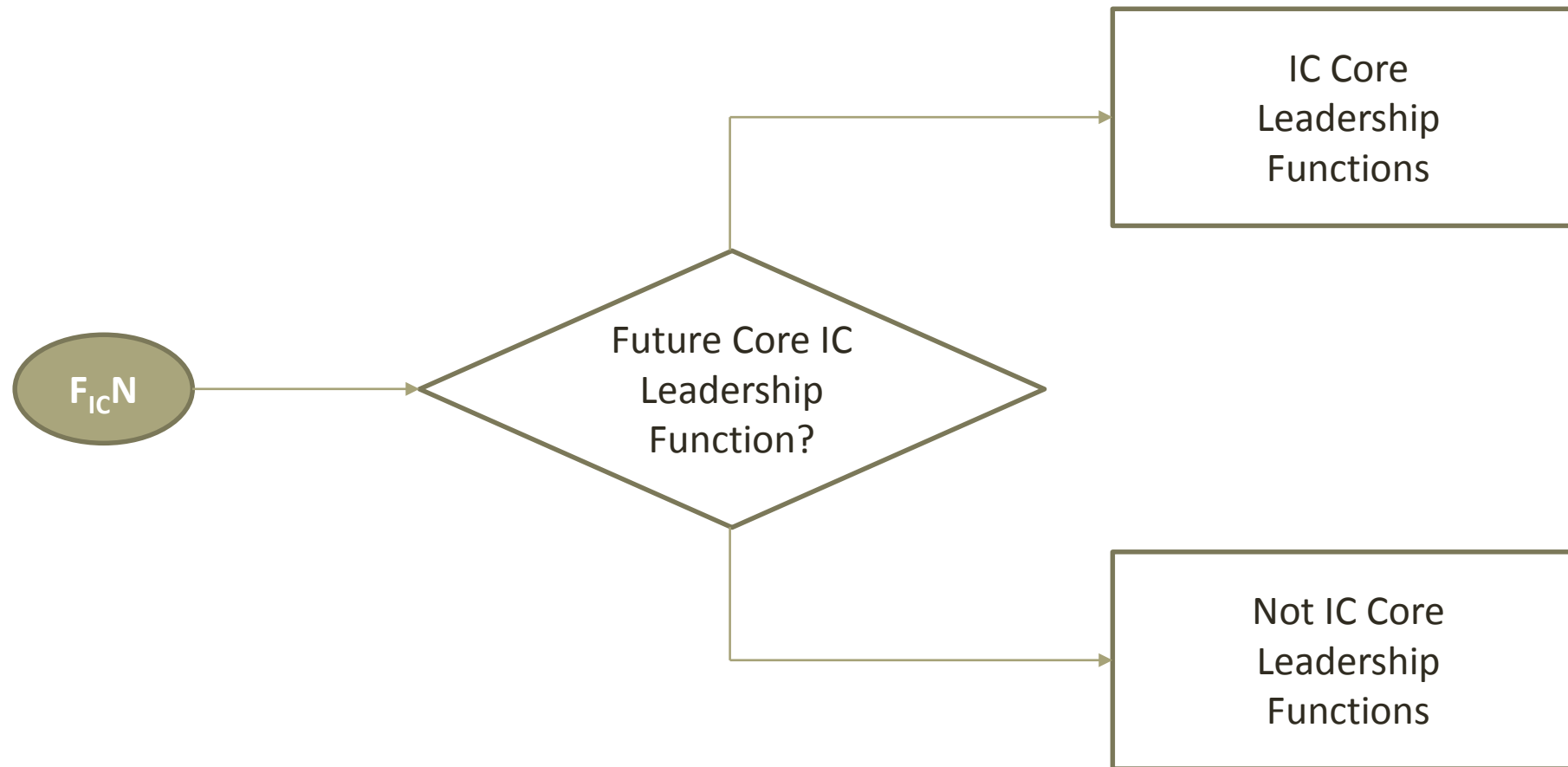
Step 2: Allocating Functions

Analyze & Allocate Functional Groupings based on Leadership or Management Roles
(Sub-segmenting Functional groups may be required)



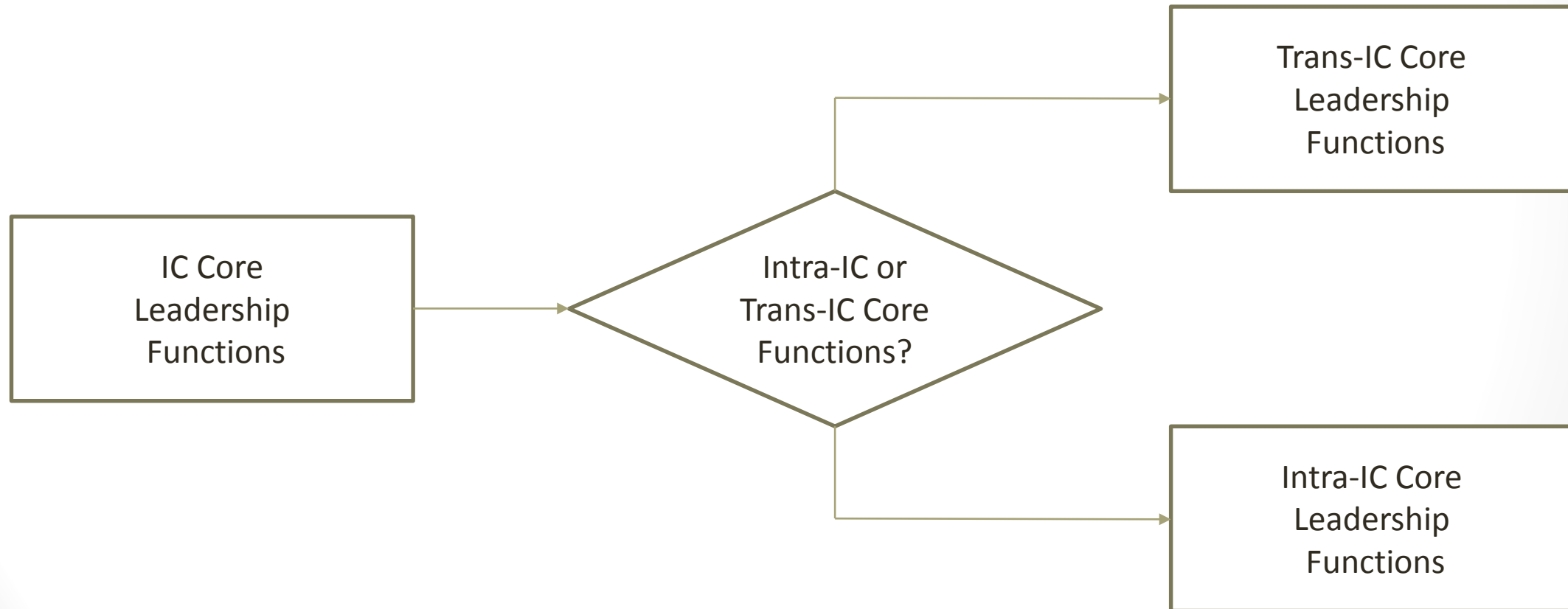
Step 3: Identify Future Core IC Functions

For Each Function, Decide if it is Core to the Operations of an Integrated Cluster



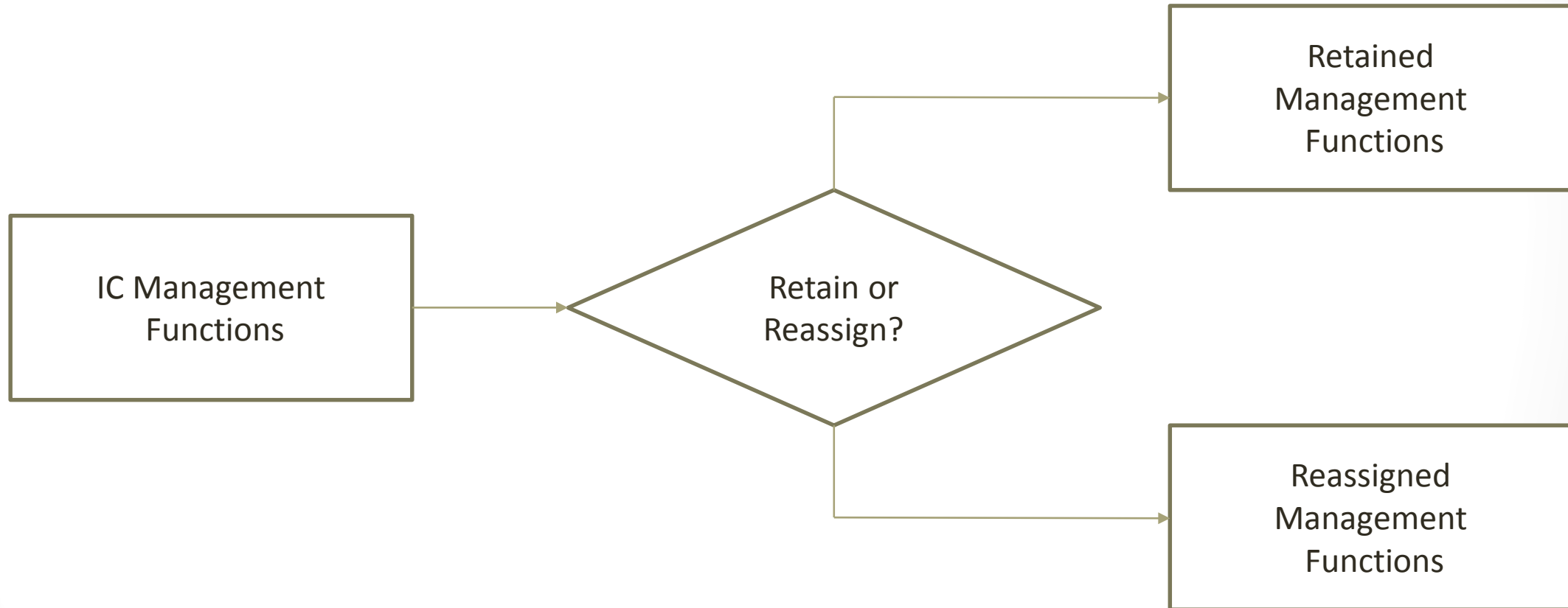
Step 4: Allocate Leadership IC Functions

Define Where Ownership of a Functional should most Naturally Reside



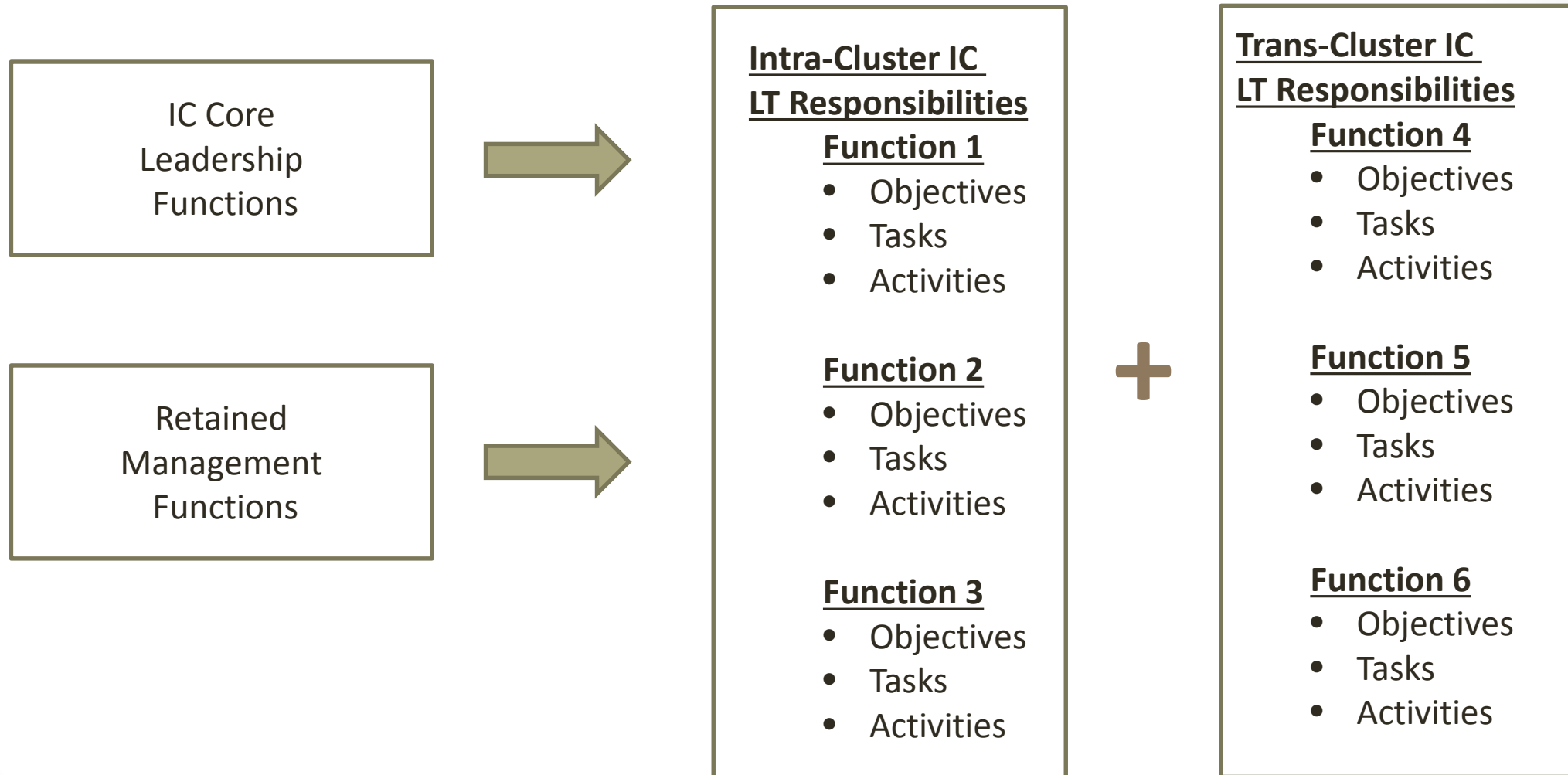
Step 5: Assign IC Management Functions

Define Which (*if any*) Management Functions need to be Retained



Step 6: Leadership Team Responsibilities

Define the Core Functions for an IC and at the Trans-cluster level: Objectives, Tasks & Activities



Step 7: IC Leadership Team Design

Complete for both Intra-Cluster Leadership Team Model and Trans-IC Leadership Team(s)

IC Leadership Team Responsibilities

Function 1

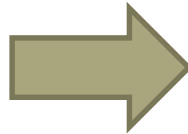
- Objectives
- Tasks
- Activities

Function 2

- Objectives
- Tasks
- Activities

Function 3

- Objectives
- Tasks
- Activities



Leadership Team Profile

- Skills
- Knowledge
- Abilities
- Experience

Core Team Composition

- Faculty
- Staff

Extended Team Composition

- Administrative Support
- Operations Center Support
- External Partners

Step 8: Leadership Team Support Design

Identify the IC (and Intra-IC) Specific Support Requirements

Dedicated Support

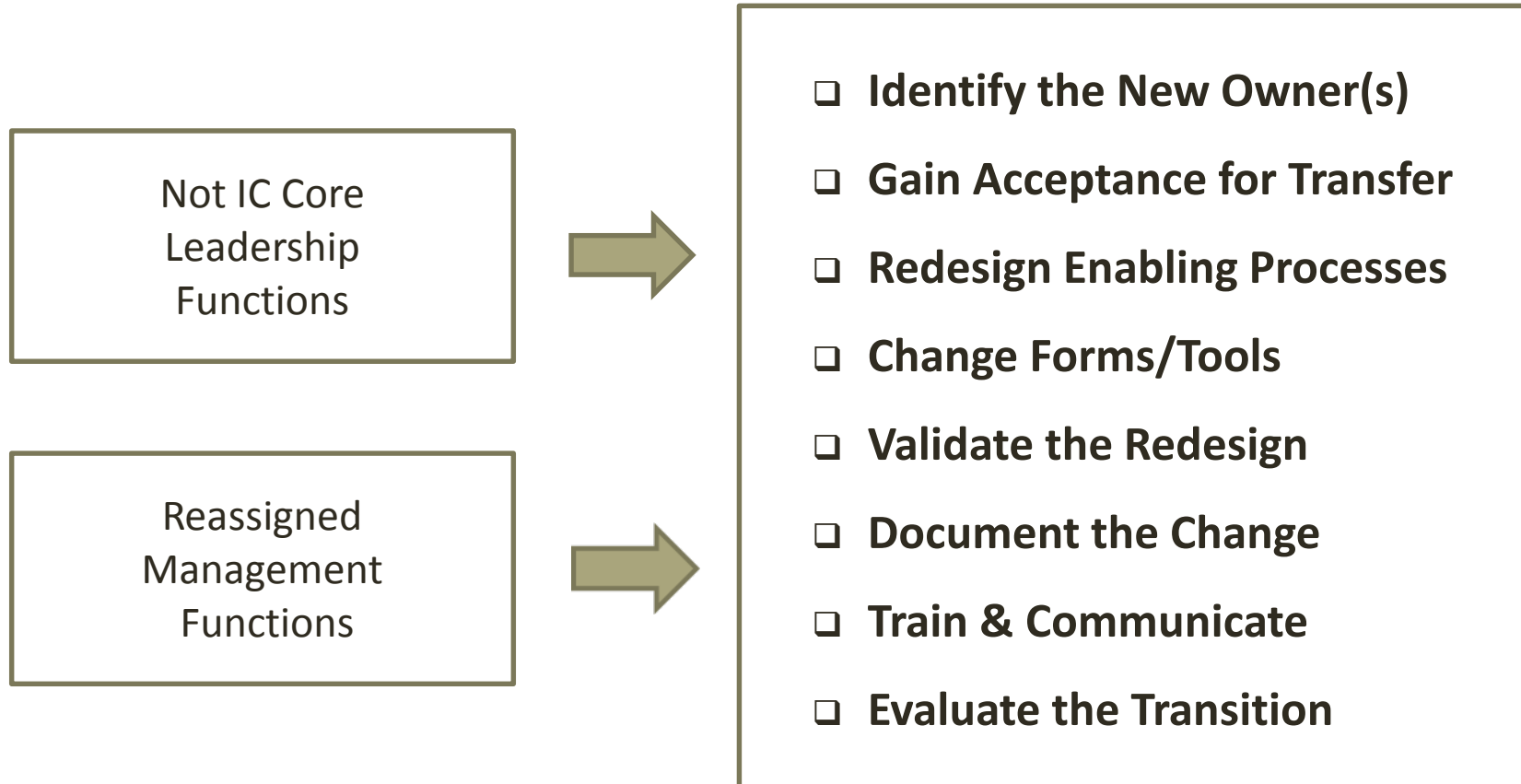
- Administrative Staff
- Physical Assets

Virtual Team Support

- IC Operations
- Communications Team
- ITS Team
- Other (Support Centers)

Step 9: Transfer of Responsibilities

Define a Plan to transfer non-Core Functional Responsibilities, Activities & Tasks



Step 10: Create Governance Objectives

Create/ Establish the IC (and Intra-IC) key Governance Objectives

IC Membership

- Faculty/ Staff
- Students

IC Objectives

- Projects
- Partners
- Curricula
- Financial
- Other