Greetings! We would like to welcome faculty back to campus!

As you might remember, this past March, Mines launched a comprehensive effort to assess our current operational and administrative environment. We partnered with Sibson Consulting to evaluate our organizational and operational efficiency with the intent of ensuring our core operations effectively support our campus needs, demands, and strategic objectives. With a goal of hearing from as many stakeholders as possible (faculty, students and staff), Sibson held 149 one-on-one and focus group interviews. There were also four town hall events which yielded 407 responses from individuals across campus. The summary findings and recommendations are available for your review on the Meridian website.

The findings were synthesized and prioritized into seven distinct projects:

1. Designing a **Shared Services** model for core business services
2. Bolstering campus and student services and processes provided by the **Registrar's Office**
3. Enhancing support for **sponsored research**
4. Launching a **Human Resource** transformation initiative
5. Building a **culture of excellence** throughout Mines
6. Establishing a strategic plan for **IT function**
7. Revising, simplifying and modernizing **core policies**

Teams for each project have been selected with a wide representation of campus stakeholders. Kick off meetings for each team are scheduled for August 24th and work is expected to continue over the next five to ten months. Sibson will continue to facilitate the projects and will work with each team to develop recommendations, determine action items, and implement improvements as the projects progress. Status updates for each project will be posted on the Meridian website and we will continue to provide campus announcements as major milestones are met.

We would like to thank all of those who participated in the interview process and the team members for dedicating their time to such an important objective.

Kirsten Volpi and Tom Boyd