The Challenge: On January 19, 2016 the Southern Association of Colleges and Schools Commission on Colleges issued notification to Georgia Tech that they were reaffirming reaccreditation but were requiring a monitoring report due on September 6, 2016 indicating that the Institute needed to address concerns about planning, assessment, and refinement of administrative services. Specifically, they stated that the Institute must, “identify expected outcomes for all identified administrative support units, assess the extent to which each achieves their outcomes, and provide evidence of improvement based on analysis of the results.” Failure to successfully address these concerns would result in continued monitoring and threaten the Institute’s accreditation.

GTSC Contributions: During the site visit by the accrediting committee in February 2015, the Institute was directed to do more to demonstrate institutional effectiveness. GTSC worked actively with VPs of the Administration and Finance Division throughout 2015 to implement a newly established process of planning, assessment, reporting, and refinement as directed in the accreditation requirements. In December 2015 the committee determined that while the process GTSC had developed met the requirements, there had not been enough cycles of reporting to demonstrate institutional effectiveness. GTSC continued to work with A&F units and their goal owners to track, monitor, and refine the goals throughout 2016. GTSC also engaged three of the administrative units in the Office of the President and assisted them in documenting their goals, expected outcomes, measures, and tracking of results. GTSC developed and enabled efficient reporting for all of these units through an easy-to-use online solution.

Impact/Value/Outcome: As a result of our work to help the units define their strategic priorities, objectives, outcome measures, and goal ownership, we demonstrated a clear plan for achieving organizational effectiveness. The process GTSC developed and facilitated to drive the tracking and measurement of progress enabled us to create five cycles of reporting to submit to the monitoring committee. Our efforts resulted in our successfully meeting all of the requirements for organizational effectiveness in administrative support services.