

Florida Atlantic University
Board of Trustees

Board Retreat Presentation
September 26-27, 2006

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Good to Great Framework

Great Organization Proceeds In Four Basic Stages

- **Stage 1: Disciplined People**
 - Level 5 Leadership
 - First Who...Then What?
- **Stage 2: Disciplined Thought**
 - Confront the Brutal Facts-The Stockdale Paradox
 - The Hedgehog Concept
- **Stage 3: Disciplined Action**
 - Culture of Discipline
 - The Flywheel
- **Stage 4: Building Greatness to Last**
 - Clock Building, Not Time Telling
 - Preserve the Core and Stimulate Progress

Source: "Good to Great", pp 34-35

Good to Great Framework

Significant Differences Between Business & Social Sectors

- Social Sectors define success as performance relative to our mission not financial returns.
- Governance structures have more diffuse and less clear executive power therefore defined in terms of consensus building.
- Tenure systems and volunteer dynamics complicate getting the wrong people off the bus.
- Culture of niceness and nurturing.
- The desire to do good and personal agendas of donors and funders can drive undisciplined decisions.
- There are fewer easy to measure metrics to assess success and stimulate progress.
- Hard to change traditions and sacred practices.

Source: "Good to Great", pp 32-33

Recap of 2005 Retreat

Points of Consensus

- Designation of a traditional campus at Boca Raton
- Partner campuses will have the necessary resources to fulfill their mission within the overall university mission
- Programs/courses will be available on all campuses as necessary via distance learning
- Serve the needs of our students at our partner campuses

Recap of 2005 Retreat

Points of Consensus, cont.

- Raise admission requirements to help ensure academic ability to graduate
- Improve academic and student support services across all campuses
- Establish a public information department
- No new campuses

Recap of 2005 Retreat

Topics for Board Workshop Discussion

- Providing a traditional atmosphere for Boca Campus
- Capital projects: housing, facilities, campus needs
- Role of the Foundation in providing resources for recognized needs
- Current status of faculty/staff/administrative diversity – pilot for change
- Needs analysis to offer specific programs on different campuses with regard to needs of the students on those campuses

Recap of 2005 Retreat

Topics for Board Workshop Discussion, cont.

- Developing and allocating of campus budgets
- Identifying and establishing a mission for each campus
- Increasing admission standards
- Establishing a formal board orientation program
- Developing a master technology program