

# 2013-03-28

## 2CUL TSI Administrative Team Meeting -- March 29, 2013

Attending: Gail Anderson, Kate Harcourt, Jim LeBlanc, Xin Li, Carla Mezic, Lyndsi Prignon, Bob Wolven

Agenda: We asked Cornell and Columbia HR representatives to advise us on the need for an organizational consultant in technical services integration. The TSI Steering Committee feels comfortable about examining procedures, policies, and workflows within the 2CUL TSI team structure, but want advice on what happens when we begin to discuss integrative changes and job redesign. We noted that help with this aspect of the project (from both an OD expert and HR) appears in our proposal to Mellon, especially under "Goal 2: Building a 2CUL culture in the integrated technical services operation."

1. Cornell has hired a new OD person in their Human Resources Department, who will be starting next week.
2. Lyndsi and Gail will schedule a call to discuss promotion, performance review, financial rewards, and general policies, practices and issues, especially in regard to the union environment. We discussed key differences in our organizational cultures and the need to be mindful of red flags. We will reconvene with this group and include the new OD person after Lyndsi and Gail have had the chance to review their respective HR practices.
3. We think it is premature to define a role for a consultant and will reconsider after Phase 1.