

# Case Study

## GroupSystems Success Story: University of Northern Colorado

### Charting the Future

The University of Northern Colorado, located in Greeley, Colorado, enrolls more than 11,000 undergraduate students each year, and has more than 100 undergraduate programs in its six different colleges.

In 2003, a 25% decrease in annual state funding provided the impetus for a thorough review of the University of Northern Colorado and its mix of programs and services. Over the years, the University had grown into an incredibly complex organization that very few understood comprehensively. As grant funding ended, the University was typically left to continue funding for programs from its general fund, without a systematic review.

The University President formed a team of senior administrators to create a map to enable UNC to live up to its promise as a great university. They were challenged to discover new opportunities, foster imagination, and invest for greatness.

### GroupSystems in Action

Using GroupSystems collaboration software, 15 senior administrators met in 3 sessions, totaling just 16 hours, to evaluate academic and administrative operations at the University. With GroupSystems software, they created a complete view of the University's countless academic departments, institutes and organizations. For many, it was the first time they understood the complete scope of the University beyond their department.

Second, they brainstormed on evaluation guidelines and criteria. GroupSystems voting tools helped assess whether each department should be left alone, eliminated, merged, or broken out separately. GroupSystems consensus building tools determined quickly where to focus attention.

Next, the group used the comment function to understand opinions about the areas of disagreement. They also collected suggestions on where the organization should be re-aligned. After another vote, the group reached consensus and specific actions were outlined and executed.

GroupSystems helped the University chart their strategic direction and balance their budgets despite the 25% funding shortfall. A year later, UNC's Monfort College of Business won the prestigious Baldrige National Quality Award. One factor cited by the award committee was the University's ability to maintain high quality programs for students despite financial difficulties. University officials attribute part of their success to the innovations and efficiencies they formulated in their successful GroupSystems sessions.

**"It's kind of incredible. We developed a draft reorganization strategy for the entire University in just 16 hours."**

Jack Kriss, Facilitator  
University of Northern Colorado

### Customer

University of Northern Colorado

### Business Benefits of GroupSystems

- The Monfort College of Business was awarded the prestigious Baldrige National Quality Award
- Strong ability to create organization and budget innovations and efficiencies



Expediting Innovation

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