



Dear Team:

Thank you for your time and your energy in generating some very thoughtful ideas that will move Belmont forward in improving cross functional collaboration. Speaking for all the Senior Leaders, I certainly appreciate your dedication and hard work on this important topic. I am proud to present to you feedback from the Senior Leadership team concerning your recommendations. This feedback will be presented publically to all the teams at the Vision 2020 celebratory meeting on Thursday, February 2nd, 2:00pm-3:45pm in the Janet Ayers Academic Center fourth floor conference room.

The recommendations approved by the senior leadership team are:

- Creation of the Belmont Operational Leadership Team (BOLT). The BOLT team will focus its work on ways to collaborate in order to improve systems, communications, and process documentation and to provide education and training.
- BOLT team members will receive specific training in the areas of project management, communications, decision making. Dr. Stan York has agreed to develop and conduct the initial training of the team. A train the trainer model will follow.
- Dr. Gill will lead the team along with my participation.
- The team will meet on a weekly basis with a monthly report of progress to Senior Leadership.

Senior leadership suggests the following initial BOLT members representing strategic operational areas:

- Facilities Management Services
- Campus Security
- Human Resources
- Enrollment Services
- Student Affairs
- Communications
- Information Technology
- Finance and Accounting
- Auxiliary Services
- Risk Management

Though team members might shift over time, the strategic areas represented should remain relatively static.

The team pointed out during the presentation that as a university, we are more reactionary versus proactive in much of our cross functional collaboration. We believe the initiatives and

drive brought forward in your recommendations will allow campus to move toward a proactive way of thinking about events, operations, and communication among all departments.

Thank you for all you do daily for Belmont.

Steve