

Office of Human Resources

[Employment](#)[Benefits](#)[Training & Development](#)[Compensation](#)[Employee Relations](#)[Work/Life & Wellness](#)[Manager's Toolkit](#)**WHAT'S INSIDE**[About the Program](#)[Participant Profiles](#)**Leadership Projects**[Apply to the Program](#)**President's Emerging Leaders Program**

Dave Dorman, Coordinator

[200 Donhowe Building](#)319 15th Avenue S.E.
Minneapolis, MN 55455-0106612-626-0561
612-625-2574 (fax)dorma001@umn.edu[Search OHR](#)[Home](#) > [Training & Development](#) > [Leadership](#) > [President's Emerging Leaders Program](#) > [Leadership Projects](#)

Transforming the University Culture

Sponsor: Linda Thrane

Culture Task Force has identified two related PEL projects. They are:

1. Current Culture Analysis Project
 - a. Data mining
 - b. Focus Groups
2. Culture Benchmarking Project

Current Culture Analysis Project

Define the culture of the University of Minnesota as it stands today. Identify the norms, values, beliefs, strengths, and weaknesses.

Objectives:

- Conduct analysis of University data sources to define culture (status quo).
- Conduct focus groups to drill down on analysis results, refine norms, values and beliefs; and capture stories and legends about the U of M that demonstrate the desired culture.

Culture Benchmarking Project

Define the culture that supports the University of Minnesota's aspirations to rank among the top three public research universities in the world.

Objectives:

- Conduct benchmarking research of the culture of current top research universities.
- Describe cultural attributes that support the U of M's top three aspirations.
- Perform gap analysis of current U of M culture and desired culture.

Team Members

Kari Branjord
 Director, Enterprise Application & Web Development
 Office of Information Technology
 612-626-7581
branj002@umn.edu
 Coach: Al Sullivan

Erin George
 Assistant to the University Librarian, University Libraries
 612-624-1807
georg038@umn.edu
 Coach: Arlene Carney

Twila Jensen

Administrative Professional - Energy Management & Accounting Services
University Services - Facilities Management

612-625-9514

jense130@umn.edu

Coach: Rosie Barry

Emily Johnston

Grassroots Coordinator, University Relations

612-625-8739

john5091@umn.edu

Coach: Lori Ann Williams

Shelley Carthen Watson

Associate General Counsel, Office of the General Counsel

612-624-4100

carth001@umn.edu

Coach: Terry Bock

Supervisor: William Donohue

[top](#)