

*The Development of a Pro-Active  
Risk Management Plan:  
Lessons Learned*



*Presented by*

**Kim Novak**

Program Coordinator

Risk Management and Organization Development

Texas A&M University

*May 2, 2000*

*Bonfire Commission Report is Released*



*Key Points*

- Cultural Bias on the part of the University administration and staff resulted in several missed opportunities in reactive risk management
- Lack of a pro-active risk management culture for student organizations resulted in several missed opportunities to learn from past problems

*June 5, 2000*

- V.P. of Student Affairs appointed a Student Affairs Risk Management Team comprised of key staff from across the Division
- **Charge of the Risk Management Team:**
  - A. Review and prepare summary reports of institutional past practices
  - B. Review and report on resources and models of risk management within the fields of higher education, business, industry and government.
  - C. Develop and recommend a pro-active risk management model to serve as a framework, to guide decision-making and action-taking within the Division

# *Final Charge*



- D. Develop recommendations regarding the implementation of the risk management plan including but not limited to the following:
  - Impact on student leadership development and safety
  - Impact on the role(s), training and protection of student organization advisors and university administrators
  - Timelines for implementation
  - Potential resources needed for implementation
  - Other recommendations for proactive risk management

# *Development of Definitions*



- Student Development Philosophy
- Advising Philosophy
- Student Affairs Philosophy
- Operational Definition of Risk Management

# *Assessment of Current Environment: Response to Charge A*

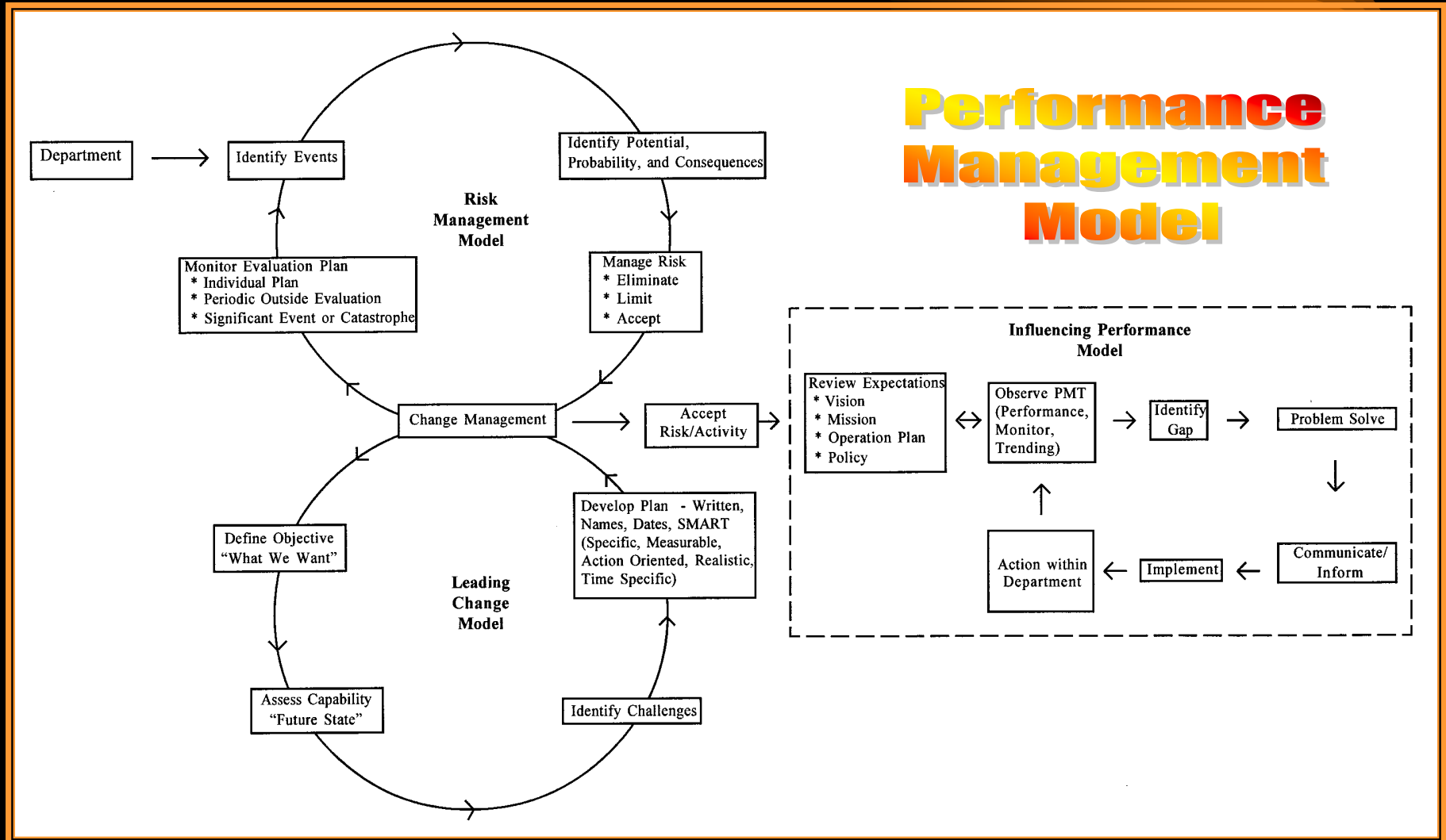
- Designed and conducted surveys that:
  - Focused on the knowledge and comfort level of student organization advisors regarding risk management issues
  - Focused on the activities and the specific risks associated with the activities of student organizations
  - Reviewed existing information regarding academic field trips
  - Examined travel guidelines related to student organizations, special events and athletic teams
- Performed an in-depth review of the 1999 Bonfire Commission Report

## *Basic Research on Risk Management: Response to Charge B*



- Hit the books
- Solicit incite (URMIA)
- Brought in the “expert”  
(Craig Clapper, Performance Improvement International)
- Summarize all of the information for  
development of a model

# Development of the Model: Response to Charge C





# *Implementation Recommendations: Response to Charge D*



- Categorization of Student Organizations
  - Establishing expectations for students and advisors within categories
- Established time-line for implementation of a proactive risk management strategies  
(Fall 2000-Fall 2003)

# *November 13, 2000*

## *Implementation Begins*



### *Initiative Highlights:*

- Hired of Program Coordinator for Risk Mgmt
- Categorized 710 existing student organizations
- Redesigned recognition process based on risk management initiatives
- Developed of educational seminars for advisors and student leaders grounded in the facilitator philosophy
- Continued substantial marketing and outreach related to the importance of risk management
- Allocation of over \$10,000/year for risk initiative funding

## *Additional Initiatives*



- Development of Division Risk Management Coordination Committee
- Creation of two Risk Management Advisor positions
- Established partnership with Office of the Executive Provost
- Exploration of campus-wide adaptation of Student Affairs Proactive Risk Management Plan

# *TAMU Risk Management: On the Horizon*



- Investigation of insurance options for recognized student organizations
- Identification of educational resources for campus risk management experts
- Assessment of fully implemented risk management strategies

## *And Finally*



- Maintenance of mental health and good humor of all risk management staff

