

Fee Structure

The cost for OD consulting will be shared by the Office of the Provost and the unit receiving services. Each pays 50% of the total cost. Fees are paid to the consultant's unit and use of the fees is determined by the consultant and his/her chair.

The fee schedule for OD consultants employed by F&OD is indicated in the table below:

OD Consultant Fees (50% paid by the Provost's Office, 50% paid by the unit)		
\$125 per hour	\$500 half day	\$1000 full day

For an estimate of costs, units are encouraged to meet with the consultant who will review the request and provide an estimate free of charge. However, final costs will be based on the actual time spent on the project. There are no fees for F&OD coordination of the process.

Confidentiality Guidelines

Consultations are Voluntary and Confidential

Professional observations, interactions, and conclusions related to specific clients or cases and information about the actual activities and results of a consultation will be given only to the client to be used as he/she chooses. Any additional use of the results is subject to the consent of the client.

If the client retains a copy of the consultation records, or wishes our office to retain these records, these materials may be kept confidential to the maximum extent allowed by the law, and may be subject to Michigan's Freedom of Information Act. For more information, go to the Consumer Laws link at <http://www.michigan.gov/ag> and F&OD policies at <http://fod.msu.edu/mission-policies-advisory-board>.

Scheduling a Consultation or Service

For more information or to schedule a confidential consultation, please contact:

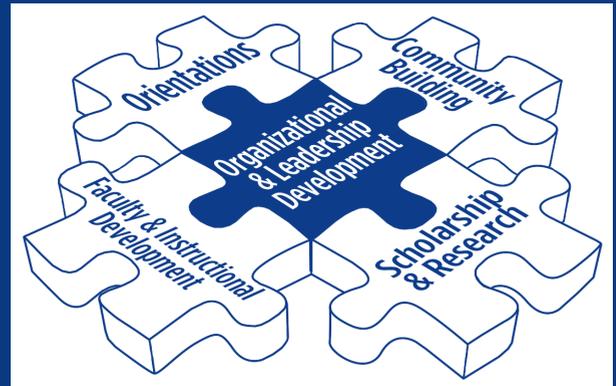
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Hannah Administration Building
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Office of the Provost

Organizational Development (OD) Consultation Services



Organizational Development (OD): *Systematic efforts to increase the long-term health and performance of an organization, while enriching the lives of its members. OD is a planned process of change in an organization's culture through assessment, coaching, education, talent management, team-building and change management.*

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MICHIGAN STATE
UNIVERSITY

F&OD's Organizational Development Consulting Initiative

With support from the Provost's Office, F&OD offers a set of organizational development consultation opportunities that is available to MSU academic units. F&OD defines organizational development (OD) as *systematic efforts to increase the long-term health and performance of an organization, while enriching the lives of its members.*

These OD consultations are rooted in the belief that organizations are social systems with an organizational culture that influences the way people work and approach projects. The methodology employs planned change based on research and evidence to remove obstacles and make change easier. The ideal is an organization where continuous improvement is so integrated that it is not thought of as an initiative.

With funding from the Provost's Office, F&OD offers an explicit process by which we can 1) identify and integrate the OD expertise of our MSU colleagues across campus, 2) make these OD consultants available to academic units that request them on the basis of cost-sharing (50% funded by the Provost's Office, 50% funded by the unit), and 3) provide easy access to information, coordination and evaluation of the process.

Consultations and services are conducted by MSU faculty who are professional organizational development consultants with advanced degrees and extensive experience in organizational development consulting.

The organizational development consultation services fall into two categories:

- support for planning and facilitation of meetings and
- support for organizational change, strategic visioning, strategic planning, performance review, assessments, faculty and department discussions, environmental/departmental concerns and leadership development.

To request an OD consultation, or to share questions or comments, please contact leaders@msu.edu, or 517.355.5761.

For more information, visit our Organizational Development Consultation web page at: <http://fod.msu.edu/organizational-development-consulting>



Deborah DeZure, Ph.D.
Assistant Provost for Faculty and Organizational Development

Organizational development (OD) consultants can help you and/or your unit with:

**Strategic Visioning
Performance Review
Strategic Planning
Change Management
Climate and Culture
Assessments
Leadership Development
Meeting Facilitation**

F&OD Organizational Development Consulting Model

1. Client contacts F&OD to request services

2. With assistance from F&OD, client identifies possible consultant(s)

3. Client interviews and selects consultant(s)

4. Client and consultant confer and develop plans

5. F&OD contacts consultant directly and copies chair/director

6. Client and consultant execute plan

7. Consultant summarizes hours and fees based on cost sharing

8. F&OD provides payment to consultant's chair to allocate with input from consultant to the department, the consultant, or a combination

9. F&OD evaluates consultant services and client satisfaction