



## **Katherine Mitchell**

**Internal Organization Development Consultant  
UC Berkeley, UC Office of the President, and UC-wide  
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### **Favorite quote:**

“Never doubt that a small group of thoughtful, committed citizens can change the world...indeed it’s the only thing that ever has.” — Margaret Mead

### **In her own words:**

“During meetings I often look at the people around the table and marvel — both at the collective brain power and the wealth of experience in the room. I aspire to create environments where everyone contributes their best thinking and decision making, then works together to design and implement sustainable solutions. Imagine what’s possible!”

### **Work with the Center for Organizational and Workforce Effectiveness (CO<sub>R</sub>WE):**

**Katherine Mitchell** is an Internal Organization Development Consultant with UC Berkeley's Center for Organizational and Workforce Effectiveness (CO<sub>R</sub>WE). Katherine has consulted with more than 200 leaders to plan and implement organizational assessments, strategic thinking and planning, and sustainable organizational changes for their initiatives, committees, and/or departments.

Katherine's projects have ranged from one-on-one executive coaching to interviewing UC Berkeley's 22 deans to coordinating strategic planning and communication for 2,500 staff. Currently, Katherine focuses on change "campaigns" with campus-wide impact—such as Operational Excellence —and University of California system-wide projects.

### **Current projects and related links:**

#### **UC Berkeley**

- Academic Program Reviews (Strategic Planning) – <http://vpapf.chance.berkeley.edu/apr/index.html>
- Institutional Data Management & Governance – <http://administration.berkeley.edu/idmg/about.htm>
- Operational Excellence – <http://berkeley.edu/oe/>

### **UC-wide**

- Charting UC's Future – <http://www.universityofcalifornia.edu/future/>
- Information Technology Guidance Committee – <http://www.universityofcalifornia.edu/itgc/>

### **Beyond UC**

- NACUBO "Change Agents" Article about campus-wide IT planning at UC Berkeley (April 2008) [http://www.nacubo.org/Business\\_Officer\\_Magazine/Magazine\\_Archives/April\\_2008/Change\\_Agents.html](http://www.nacubo.org/Business_Officer_Magazine/Magazine_Archives/April_2008/Change_Agents.html)

Katherine leads session such as "Your Mission, Should You Choose to Accept It: Engaging stakeholders campus-wide in collaborative, sustainable, strategic thinking and planning," for professional organizations such as the National Consortium for Continuous Improvement (NCCI).

In collaboration with CSA Executive Director Phyllis Hoffman and former UC Berkeley Chancellor Robert Berdahl, she co-authored a chapter in **Pursuing Excellence in Higher Education: Eight Fundamental Challenges** (Jossey-Bass 2003).

### **Other work at UC:**

Katherine began her UC career in 1987 as the Program and Resource Coordinator for UC Berkeley's Women's Resource Center. In 1989, she created a staff internship with the University Health Services where she helped design low-cost student health insurance options and engaged over 10,000 Berkeley undergraduates in voting for the option of their choice. After the Student Health Insurance Plan became operational in 1990, she established her own recharge unit—Organizational Consulting—to provide organizational development expertise on a fee-for-service basis to campus departments. In 1999, she was invited to join the newly established Center for Organizational Effectiveness (COre).

### **Work prior to UC:**

Prior to UC Berkeley, Katherine worked for Planned Parenthood Alameda/San Francisco in the areas of educational publications and clinical continuing education, and for the Oberlin College Library.

### **Education:**

Katherine earned her bachelor's degree in history from Oberlin College, where she focused on the social transformations precipitated by the Russian Revolution in 1917. Katherine has pursued professional development in the areas of facilitation, survey design, strategy formation, and appreciative inquiry, and recently completed the Organizational and Systems Development Program for mid-career professionals at the Gestalt Institute of Cleveland.