

URMIA Election Candidate 2023

Individual Profile			
Name:	Sandy Mitchell	Position:	President-Elect
Title:	Director, Office of Insurance	Institution:	Massachusetts Institute of Technology
Designations:	MBA, DRM, ARM	Higher Ed RM Start Year:	2013
Gender:	Woman	Race:	White
Institution Profile			
Membership category:	Tier 4	Student FTE of institution:	11,934
Type of institution	Private	Two-year institution:	No



Describe how you inspire and empower others.

I so enjoy the practice of higher education risk management. Everyday seems to bring a new challenge which keeps things interesting. So many people have inspired, encouraged and engaged with me along the way. It's my turn to 'pay it forward' and engage in a passion of mine, helping people grow and succeed. That includes my employees, co-workers, URMIA members and staff, students and others in the general field of risk management.

Providing growth opportunities, giving credit and acknowledgement for a job well done and supporting promotions when earned are all tools used. I strive to provide support and give my employees, and others, the encouragement and freedom to do their jobs in the manner they would like and empowering them to make their own decisions while standing behind them to provide guidance as needed. Using instances as a teaching moment and providing a different way to look at an event, even if I agree with them, are all elements I practice.

The same approach can be applied to co-workers, committee members or volunteers whether within my organization or part of URMIA. A response to an URMIA 'list-serve' e-mail could help another member move onto the next step.

One particular action I've have taken started as an URMIA presentation – Building Your Brand to Guide your Risk Management Career. The focus was sharing knowledge on how the panel members built their careers and the lessons learned along the way. Some of my lessons are things I wish I had done better. I share them hoping that others learn and/or avoid some of the mistakes I made along the way. I have since presented on this topic again at another industry event and members from the audience have invited me to present at their company. If I can inspire or empower even one person along the way – I'll call it a success.

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What would your plan or focus be as the president?

I am amazed at how much our small National Staff gets done. Adding and achieving more with each passing year. However, with the departure of our 17 year tenured Executive Director at the end of 2023, URMIA will see some changes over the next few years. Providing guidance and support will be key.

There are two particular areas I would like to focus on.

1. Assessing the status of our strategic goals is always important. Are they still relevant? For mature goals, is there a way to institutionalize? For newer goals, what resources are needed.

The addition of the DEI goal last year was welcomed by all and we've seen great steps since adding it as a goal. Defining a multi-year plan with achievable and demonstratable accomplishments would be the next step and a focus of mine.

2. I'd also like to continue with URMIA's current presidents (Julie Groves) focus on 'You're not alone' for single practicing risk managers. I have the utmost respect for these individuals. I'd like to see if we could craft a virtual internship for several single risk managers to assist them with a specified project for a specified period of time. A win for the risk manager and a win for the student intern giving them the opportunity to work on diverse projects for different institutions.