“Culture does not change because we desire to change it. Culture changes when the organization is transformed – the culture reflects the realities of people working together every day.”

– Frances Hesselbein

- Completed full organizational review with input from diverse internal and external stakeholders
- Produced and distributed Kuk report
- Achieved broad consensus across campus constituencies and governance structures
- Identified Kuk Report Model 3 Option 1 *(five direct report clusters)* as foundation for final organizational structure
- Established a webpage to communicate regular updates on reorganization process
- Finalized SACL clusters
- Analyzed data from Cluster retreats and inter-cluster dialogues
- Clarified interim leadership roles and SALT meeting schedules
- Commenced regular cluster meetings
- Matrix pre-planning
Collaborations and Shared Services to Date

- SACL support for Move-In, NSO, and First Week activities
- Motivational interviewing
- Active bystander training
- More effective delivery of Vice Chancellor Office support – facilities, HR, assessment, technology
- SACL Communications and Digital Media Office
- Others?
Next Steps for Reorganization

- Review roles and responsibilities within each cluster
- Assessment planning
- Budget/HR Matrix planning
- SALAD
- Continue program reviews
- Enhance communication and improve communications structure
- Other needs?
Budget and HR Matrix Workgroup

- September - December
  - Workgroup Meetings
  - Visits to Shared Services Sites
  - Preliminary Recommendations to SALT and CLC
  - Feedback

- January – May
  - Draft Report and Recommendations
  - Feedback
  - Final Report and Recommendations
  - Implementation Planning
Matrix Feedback Structure

- **Workgroup Feedback on Matrix Services**
  - Consultation with Stakeholders
  - Consultation with Aspirant Institutions
  - Email Solicitation
  - Open Forums

- **SALT Recommendations**
  - Review of preliminary findings
  - Unit leadership meetings
  - Recommendations to VC

- **Vice Chancellor Decision**
  - Consultation with Chancellor and other campus leadership
  - Addl. consultation with stakeholders

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Student Affairs and Campus Life
SALAD Goals

- Increase collaborative habits
- Strengthen collegial relationships
- Advance knowledge
- Communicate effectively
What was the most meaningful and useful SALAD meeting to date?

Why?
How can we best utilize SALAD?

- **Within** our cluster?

- **Beyond** our cluster?