

2018 California Higher Education Collaborative Conference

SONOMA STATE UNIVERSITY

OCTOBER 1-3, 2018



Creating Cross Functional Success: *Breaking the Silos*

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@kathleenscott4
@rjsanchezphd

- **Founded in 1911**
- **One of 23 campuses of California State University (CSU) System**
- **Carnegie Research University**
- **8 schools/colleges; 56 majors**
- **25,168 students**
- **2,567 state employees (1,538 faculty/1029 staff) + 370 auxiliary**
- **70% First Generation students; 62% Pell grant eligible**

Quick Pulse...



Text: BEBOLD to 37607

or

Go to: Pollev.com/BeBold

What system are you representing?

California State
University

University of
California

Community
College

Other

Where do you work?

Campus **A**

System
office **B**

Other **C**

What Division best represents the unit you work in?

Academics

Student Affairs

Administration/Finance

Advancement

IT

Other



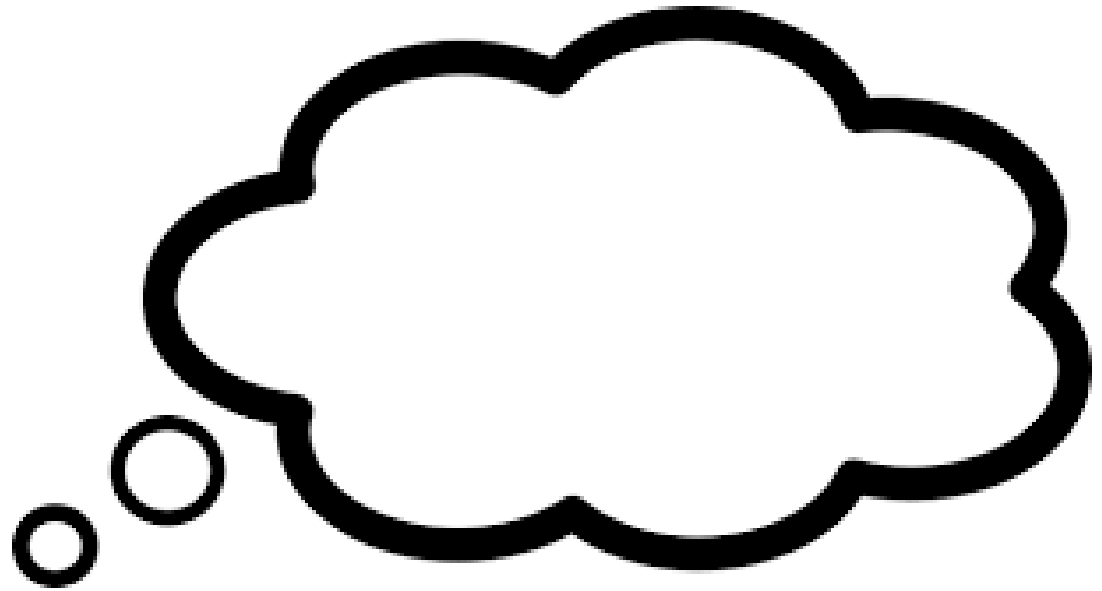
What best describes your employment group?

Faculty

Staff/Manager

Other

What's the 1st thing
you think of when
you think of working
with faculty?

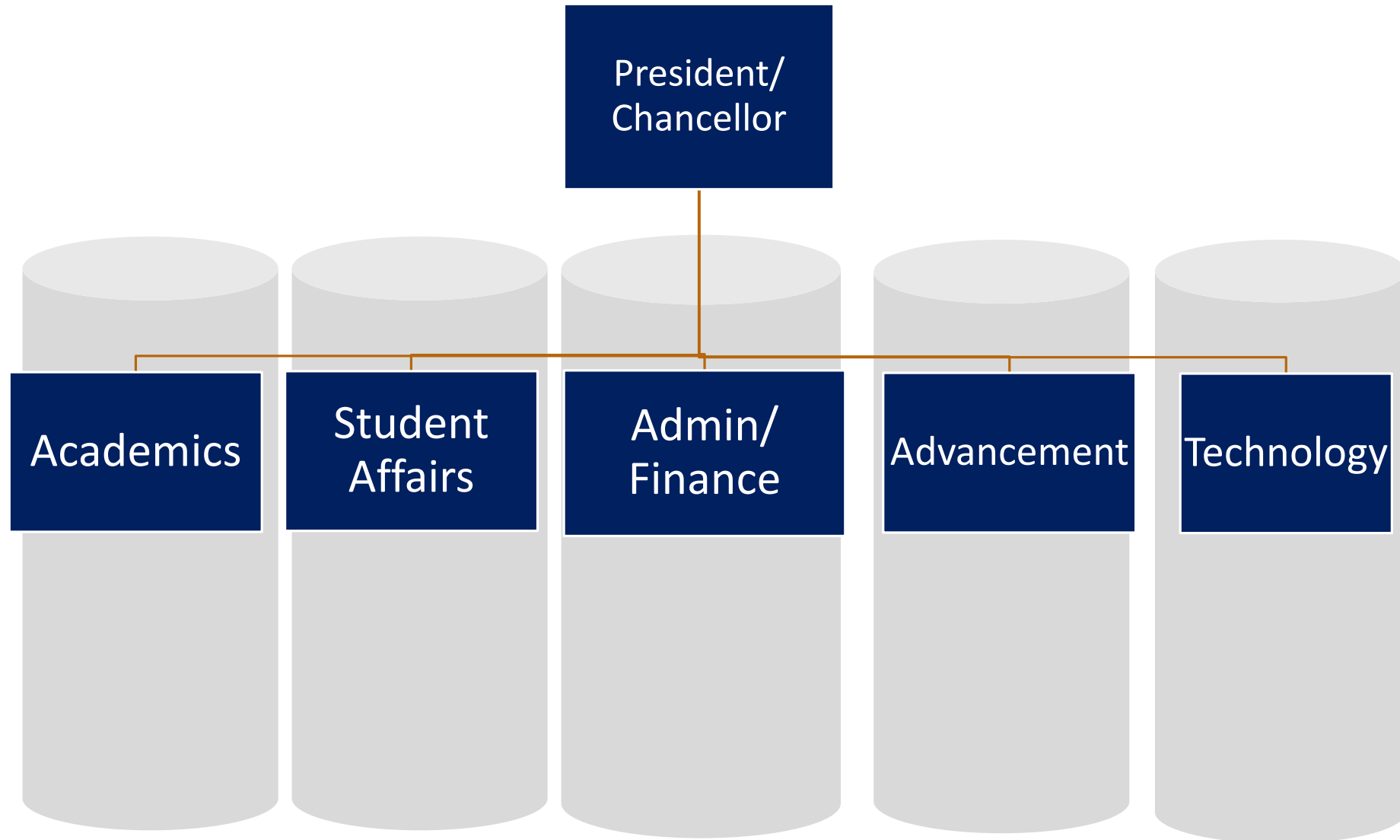


Let Faculty Be Faculty

- Skeptical
- Believe in Shared Governance
- Really Smart
- Evidence-based Decision-making
- Once a Faculty Member - Always a Faculty Member.
- People



Traditional Campus Silo Functions



"A PERSON WHO
NEVER MADE A
MISTAKE NEVER
TRIED ANYTHING
NEW."

Our Journey: *transforming a culture*



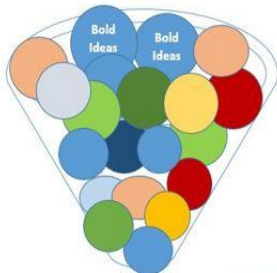
CAIFE

Creativity and Innovation for Effectiveness

CAIFE is designed to strengthen the culture of innovation and improvement at Fresno State. CAIFE engages faculty, staff and students in projects that advance the University's strategic priorities. The program also builds individual and organizational capacities in change, innovation and improvement.

Spring 2018

BOLD IDEAS CHALLENGE



Review and Ranking of Ideas by 60 CAIFE Alumni



Cabinet Reviews and Selects 10 Ideas for Implementation

Fall 2018 – Spring 2019

10 CAIFE Projects and Teams
70 participants

| | |
|----------------------|---|
| Strategic Priority 1 | Kids Locker / Diaper Bank |
| | Graduate School at Fresno State |
| | iGaps |
| Strategic Priority 2 | Clearinghouse for Undergraduate Research |
| | Faculty/Staff recognition program / digital badging |
| | Student Assistant Mentor/Development Program |
| Strategic Priority 3 | We Are Fresno State |
| | Maker Space |
| Strategic Priority 4 | Blended Arts Festival |
| | Bulldog Transfer Center |

April/May 2019

Team
Recaps/recommendations to Cabinet

President's
SHOWCASE
of Excellence 2019

Collaboration

Continuous Improvement

Innovation

Managing Change

Collaborative approach to support organizational and individual development, innovation and workplace quality

Organizational Excellence (Administrative Services)

- Learning and Professional Development
- Organizational Development
- Management Development
- Administrative Academy
- Health and Wellness
- Staff recognition
- Continuous Improvement
- Change Management

Partnership

CAIFE

(Bold Idea Challenge;
President's Showcase of
Excellence)

- Faculty/Staff Mentor Program
- Employee Survey/ Engagement
- President's Leadership Academy

Academic Affairs

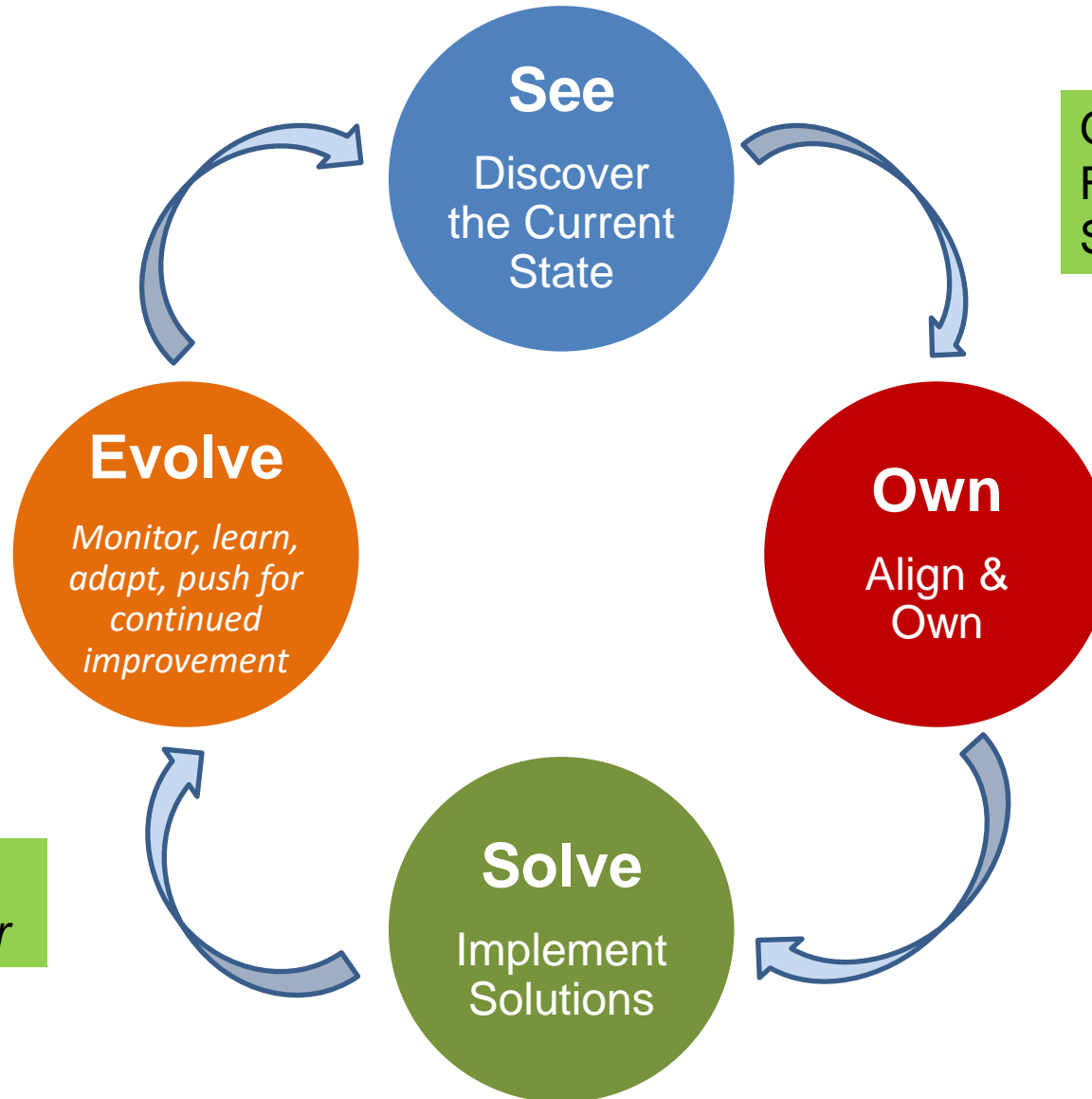
- Faculty Recruitment and Selection
- Faculty Development
- Teaching and Learning with Technology
- Department Chair Support
- Retention, Tenure, and Promotion Process
- Accessibility
- Labor Relations

Faculty/Staff Mentor Program

Pairs seasoned campus leaders with staff and faculty in order to provide coaching, encouragement and professional career development for aspiring leaders.



Improving Workplace Quality



Great College to Work For/
Workplace Quality Survey

Principles of Community:
How we Treat Each Other

Fresno State Values

DISCOVERY.



We believe ...
in fostering personal passion,
potential and a sense of
belonging.

DIVERSITY.



We believe ...
effective solutions come from
inclusiveness, openness and
respect.

DISTINCTION.



We believe ...
excellence emerges with a
willingness to be bold.

Missing Piece:
Behaviors

Principles of Community:
How we treat each other

President's Leadership Academy

To engage Fresno State leaders and emerging leaders in an interactive and reflective development experience.

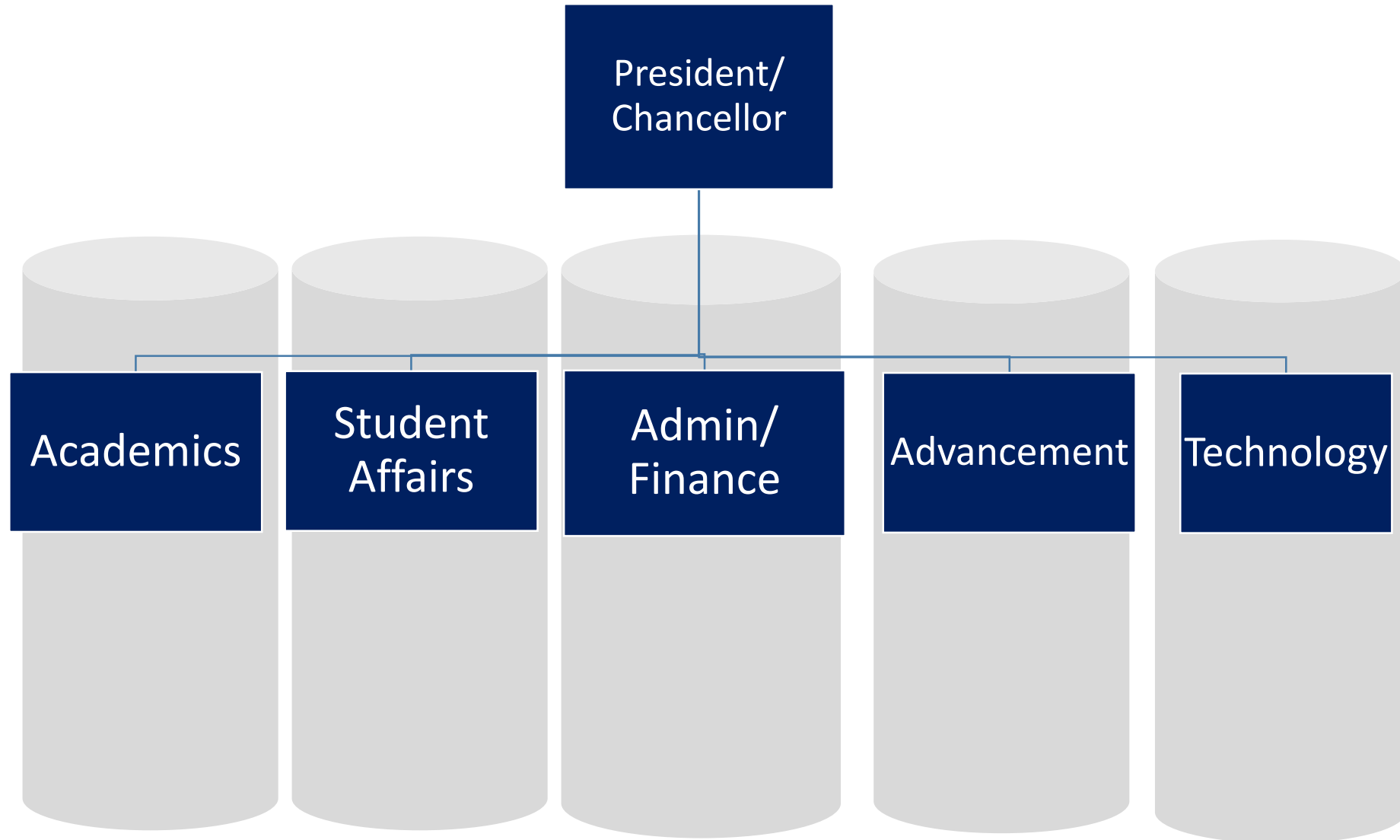
- ❖ To strengthen the culture of leadership at Fresno State.
- ❖ To create a community of leaders who will help advance Fresno State's mission to boldly educate and empower students for success.
- ❖ To develop bench strength/a pipeline of leaders.
- ❖ To enhance the capacity and capabilities of leaders by introducing leadership concepts, competencies and tools.



Megan Connolly



Traditional Campus Silo Functions



Lessons Learned and Tips

- Think “big”
- Involve the campus in capacity building
- Let faculty be faculty
- Build a tolerance for “failure”
- Be committed
- Don’t let perfection get in the way of progress
- Support and celebrate collective, collaborative distributed Leadership
- “Have the humility to learn from those around you.” – John C. Maxwell
- Remember the WHY



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be the
change
you wish
to see in the
world...
-gandhi



THANK YOU

GRACIAS

ARIGATO

SHUKURIA

JUSPAXAR

DANKSCHEEN

TASHAKKUR ATU

BIYAN

SHUKRIA

TINGKI

MAKERAI

MINMONCHAR

BOLZIN

MERCI

SPASSIBO

DANKSCHEEN

NUHUN

SNACHALHUYA

CHALYU

YAQHANYELAY

YUSPAGARATAM

WABEEJA

MAITEKA

HUI

SUKSAMA

EKHMET

DHANYARABAD

ANIRNA

ATTO

SPASIBO

DENKAUJA

NENACHALHYA

UNALCHEESH

HATUR

GUI

EKOJU

SIKOMO

MERSI

MERASTAWHY

SANCO

MAAKE

MAKERAI

MEHRBANI

PALDIES

GRAZIE

KOMAPSUMNIDA

LAH

GOZAIMASHITA

AGUYJE

FAKAAUE

TAVTAPUCH

MEDAWAGSE

BAINKA

JUSPAXAR

MERASTAWHY

GAEJTHO

SAHCO

LAH

MAKERAI

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