

Organizational Structure Briefing

Overview

As the University of Northern Colorado enters the third phase of the *Rowing, Not Drifting 2030* strategic plan, there is an opportunity to revise the organizational structure to best support progress toward the vision and outcomes articulated for the future. Implementing organizational changes, including to divisional structures, is also important to ensure the university remains nimble and flexible in a changing higher education landscape.

Summary of Organizational Changes

Below is a summary of changes to the positions reporting directly to the president. Additional changes may also be made within divisions to optimally position the university to realize our strategic priorities.

Academic Affairs

Priority: Create a seamless experience for students from their first point of contact through graduation.

In June 2024, the Department of Enrollment Services, previously in the Division of Student Affairs and Enrollment Services, began reporting on an interim basis to the Division of Academic Affairs. This has proven to be a powerful collaboration in support of student success by positioning the people and offices involved in engaging, recruiting, enrolling, supporting, and graduating students to function together as one team. This realignment was made permanent in September 2024.

Student Affairs

Priority: Bring together the leaders and co-curricular programs and services that strengthen networks of support for students and foster diverse and inclusive communities.

As we launch the search for the next vice president for Student Affairs, one significant change to the division's portfolio will be the inclusion of UNC's seven cultural and resource centers. The cultural and resource centers had previously reported to UNC's vice president for Student Affairs until a leadership transition in 2021 when they began reporting to the vice president for Diversity, Equity, and Inclusion.

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The centers are vital to our university community given their pivotal role in providing support services to students. In addition, the centers engage all UNC students by providing opportunities to explore various social identities and ways to promote an equitable and inclusive university. With this move, the university's commitment to the success and visibility of our cultural and resource centers remains unchanged.

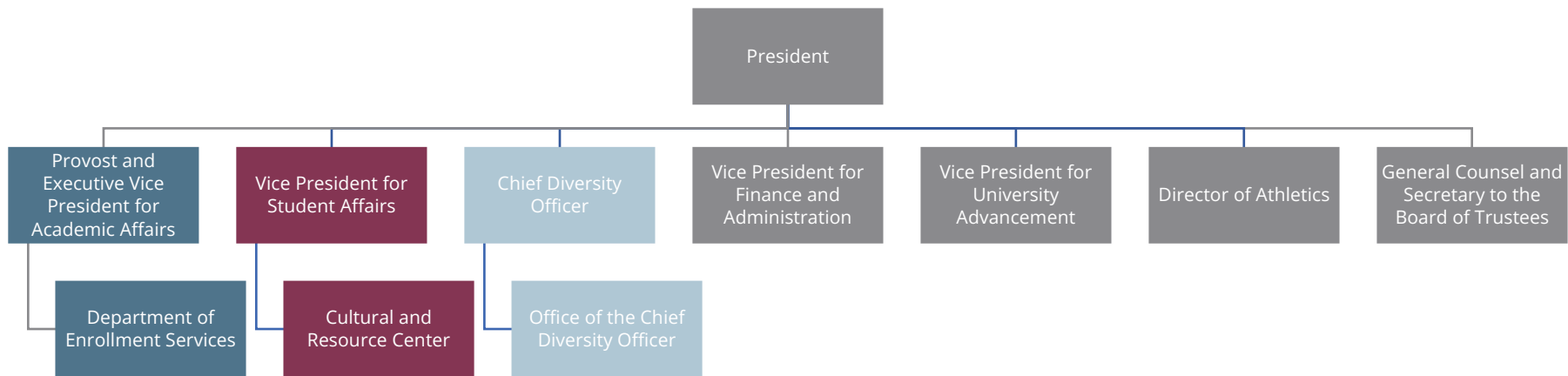
Diversity, Equity, and Inclusion

Priority: Create a dedicated focus on planning, leading, and collaboratively implementing university-wide strategic initiatives related to diversity, equity, and inclusion for all students, faculty, and staff.

We will soon launch a search for a chief diversity officer who will report to the president and serve as a member of the President's Cabinet. The chief diversity officer will also serve as a thought partner and facilitator, recommending and supporting the additional actions of many institutional partners needed to fulfill UNC's commitments articulated in our *Empower Inclusivity* vision element — from policy design to organizational development to the creation of communities of learning and practice. As we continue to build our internal capacity to realize our strategic priorities, we will also create and adapt positions and direct the resources necessary to fulfill this work.

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