

**Maryville Daily Forum
Thursday, June 2, 2016**

Dr. John Jasinski, Northwest Missouri State University President

Our collective momentum at Northwest Missouri State University is not slowing. I continue to emphasize the momentum we are experiencing as we align initiatives and operations with our strategic plan.

Last month, Northwest's Extended Leadership Team members, including our Northwest Leadership Team (NLT), deans, faculty and staff leaders across the University engaged in an intensive review of our environment, core competencies, strategic advantages and challenges – all leading to the refinement of our strategic objectives and strategic goals. We had about 50 faculty and staff at the table, with NLT members Nola Bond, Stacy Carrick and Dr. Matt Baker leading and moderating our ongoing conversations.

Indeed, we are aligning our work, resources and structure to address our strategic objectives and goals. In April, our Board of Regents approved a proposal to elevate our strategic movement regarding diversity, equity and inclusion. As a result, we are seeking a vice president of diversity, equity and inclusion and bolstering the areas of multicultural student success and Title IX/ADA into offices of Diversity and Inclusion and Equity and Accessibility, respectively.

You also have read in recent months about our academic reorganization led by Provost Dr. Tim Mottet. Rounding out Tim's initial announcement in February, we are pleased to report Dr. Greg Haddock will serve as associate provost for graduate studies and special programs, and last week Tim announced Dr. Jamie Hooyman, who serves as vice president of institutional effectiveness at North Central Missouri College, will join us July 19 as our new vice provost. Additionally, Dr. Jeff Foot becomes director of admissions and international affairs through a merging of those two offices, and Leslie Chandler becomes coordinator of academic retention and orientation as we seek to enhance our efforts in those areas.

Several changes are occurring in the Office of Student Affairs as well, including an in-depth evaluation by the Office of Residential Life and the Office of Auxiliary Services. Auxiliary Services is responsible for Student Union operations, and our evaluation resulted in the realignment of the two departments underneath a reallocated position to create the assistant vice president of student affairs-auxiliary services. Rose Viau, who has served as director of residential life, was named to this position and has begun her duties.

From the Office of Human Resources, we are enhancing the role of Vice President of Human Resources Nola Bond and appointing her to a new role of vice president of strategy and operations. Nola will be responsible for strategy leadership with Human Resources, University Police, Information Technology and Institutional Research reporting to her. With this new structure, we will hire a director of human resources and a director of information technology to lead these important functional areas. The intentions and desired impacts of this new structure are to continue to move the University forward strategically, ramp up our approach to becoming a true learning organization, continue to shape our culture and grow our innovation strategies throughout the organization.

We are making these restructuring moves through a strategic reallocation of resources to meet goals. We have not added to our bottom line. We are endeavoring to work smarter, not harder and being frugal. We are listening, and we are acting.

The goal of these reorganization efforts is to break down silos and encourage closer working relationships among departments to support student success and our overall strategic plan.

Finally, we are seeking to revise our leadership system by enhancing the strategic focus and leadership from executive leaders, increasing leadership bench strength and enhancing delegation of decision making. We are working to provide a better scope and definition of leadership and decision-making responsibilities, define leadership teams and their meeting structure, delineate involvement in strategic planning and articulate roles in change management.

I am happy to note Regents Chair Dr. Pat Harr has discussed ensuring our Board committees better align with our strategic plan. So, too, has new Faculty Senate President Dr. Sue Myllykangas and the Faculty Senate Executive Committee. Our Administrative/Professional Staff Council and Support Staff Council are working to merge and create one unified staff council, aligning their work to the strategic plan. And Student Senate President Hannah Sears has talked of the same regarding Student Senate committees.

We will continue to listen and build momentum as we align with our strategic objectives. All of our actions have an impact.

Dr. John Jasinski is the 10th president of Northwest Missouri State University. For news and events at Northwest visit www.nwmissouri.edu.