SPI Cohesive & Supportive Culture Initiative

Division of Student Affairs
Excs Meeting
Friday October 24, 2014
Agenda

L&D

- Introductions
- Review Results 1, 2, 3
- Revisit Engagement Principles
- Project Roadmap
- Team Structure

Team Deconstruct & Team Reconstruct

- Roadmap w/Milestones
- Engagement Principles
- Exec Engagement
Introductions

Hello

My name is

Berkeley

university of california
Activity

On a notecard, please respond to the following prompts:

● What brought you here to SA?
● Why do you stay/have you stayed?
● What are your hopes for the future culture?

Volunteers to share?
Organizational Culture Model

Results

Behavior

Beliefs

Experience

R. Connors & T. Smith, The Journey to the Emerald City, Creating a Culture of Accountability, 1999
Result 1
Employees experience a sense of **pride** in/commitment to their work and the work of the Division as it relates to the vision of creating an unparalleled out of the classroom student experience at Berkeley and being the employer of choice.

Result 2
Employees experience a sense of **community** with their colleagues in the Division.

Result 3
Employees experience a sense of **trust** (credibility, fairness, and respect) from supervisors and divisional leaders.
Process for Culture Change
Connors & Smith (2002)

1. **Deconstruct the culture** - Awareness of current culture

2. **Reconstruct the culture** - Consideration of future and current environment

3. **Sustain the culture** - Experiences developed to foster and reinforce desired beliefs, monitoring culture
Team Structure

Team Deconstruct

SAL&D
Alignment, Support, Coordination

Team Reconstruct
Engagement Principles

1. Widen the Circle of Involvement
2. Connect People to Each Other and Ideas
3. Create Communities for Action
4. Promote Fairness

“...the social structure of how we come together determines the real, human outcome of the event” Dick Axelrod
Internal SPI Staff Initiative Roadmap

Phase 1: Planning

- Bi-weekly large team meetings 10/13 & 27
- Small group presentation 10/13
- Presentation to Execs. 10/24

- Bi-weekly large team meetings 11/14 & 24
- Small group presentation 11/14
- Presentation to Execs. 11/12

- Bi-weekly large team meetings 12/4 (small group presentation), 10, 19
- Proposal due to L&D 12/5
- L&D proposal feedback 12/6-7
- Presentation to Execs. 12/10

January 2015

- Team proposal presentations to Execs 1/21
- Implementation starts
- Continue approved initiatives & projects implementation
- Summary proposal due 4/1

February-April, 2015

Phase 2: Execution

Challenges

- Scheduling Conflicts
- Outreach and Access to Staff and Stakeholders
- Communication
- Marketing Support

Key Activities

- Bi-weekly large team meetings
- Small group presentation
- Presentation to Execs.
Team Deconstruct will devise a plan to:

- Understand staffs’ current experiences, beliefs, and behaviors related to our current culture and their effectiveness in achieving results 1, 2, 3
- Decide what’s working and what’s not
- Describe the context of our work
Deconstruct Team Members!

Chana Bailey
Residential and Housing Services

Patrick Reedy
Student Affairs
Business Operations

Akirah Bradley
Dean of Students

Will Buster
Student Affairs
Finance

Mike Laux
Residential and Housing Services

Mark Kinnard
Residential and Housing Services

Rod Santos
Office of the Registrar

Sharri’e Overall
Student Affairs
Business Operations

Don MacGregor
Residential and Housing Services

Jeffrey Church
Residential and Housing Services

Emily Krechel
New Student Services

Nicole Blake
Office of Undergraduate Admissions
Team Deconstruct: Subgroups

Face-to-Screen

Face-to-Face

Face-to-Group

Access to campus climate Data

Interview Executive Team

Plenary Speakers
Team Reconstruct will devise a plan to:

- Define a cohesive & permeable definition of culture everyone can understand & support
- Define the desired cultural attributes including experiences, beliefs, & actions that managers & staff are expected to embody & will be assessed by
- Determine highest priority results for Student Affairs in the next 10 years
- Determine 5-10 yr context of our work
Reconstruct Team Members!

Amy Weissenbacher  
Student Affairs  
Administrative Operation

Christina Wellhouser  
ASUC Student Union  
LEAD Center

Denise DiBetta  
Student Affairs  
Conference Services

Emily Liu  
Student Affairs  
Finance

Eric Ugalde  
Student Affairs  
Finance

Frank Pazzanese  
Residential and Housing Services

Jamie R. Riley  
ASUC Student Union  
LEAD Center

Justin Gomez  
ASUC Student Union  
LEAD Center

Kate Bowers  
Residential and Housing Services

Kristine Lee  
Undergraduate Admission

Monica Reynoso  
IAP

Rita d’Escoto  
Financial Aid and Scholarships Office

Sunny Lee  
Student Ombuds

Shawn Smith  
SAIT
Widen the Circle

Reach out to people in SA Division

Best Practices on campus outside of SA Division

Best Practices outside of UC Berkeley Campus
Reflection Questions

On a notecard, please respond to the following prompts:

1. Describe the ideal place to work. Why?

2. Name it’s 5 top cultural attributes.

3. Can you envision this in Student Affairs at Berkeley?

Volunteers to share?
Request for Support - L&D

• Robust communications support through Phase I and II

• Execs. to Widen the Circle

• Avenue to reach out to Undergraduate Education Initiative for future context
Request for Support: Deconstruct and Reconstruct Teams

- Letter from VC Harry Le Grande to supervisors
- All SA Staff email message - SPI introduction
- Info session for supervisors of SPI team members