

**Subject:** Upcoming Listening Sessions and Survey on Support Services

Dear Faculty and Staff,

I want to express my gratitude to everyone for your dedication and hard work over the past year in advancing a series of initiatives that are helping us achieve our goals. Although there is still work ahead, we have made significant progress, and I know we are united in our commitment to student success. This shared commitment is our guiding force, and with your continued support, we are well-positioned to make even greater strides in improving student outcomes during the 2024-25 academic year.

Building on our momentum, this fall we will participate in an important project to reimagine how we deliver critical support services to faculty, staff and students across the College of Humanities, College of Science, College of Social and Behavioral Science, and School of Cultural and Social Transformation. I encourage all faculty and staff to provide insights in this process as we shape the future of our college's support structures.

**Project Purpose**

The U has ambitious goals for student success and research advancement. Achieving those goals will require investment in students, faculty and staff. A more efficient organizational structure can enhance our effectiveness by allowing the university to reallocate funds to these critical areas. Through this process, our goal is to enhance and expand access to the services that support your work and our students' success—services such as counseling, advising, fiscal management, HR, IT, facilities, fundraising, and marketing and communication, among others.

Importantly, the aim of this project is not to merge colleges. The process may ultimately yield that colleges and schools will share certain services or resources to expand them and enhance access to them. This redesign will impact how services and resources are organized and used, but it will not impact shared governance rights and responsibilities (e.g., faculty appointment, RPT, and curriculum decisions and recommendations).

**Your Engagement**

Over the fall semester, we will host a series of listening sessions within our college to gather input from faculty and staff. Additionally, a survey will be distributed to all faculty and staff to capture broader perspectives. This feedback will directly inform any decisions about how we enhance and expand access to services. Your insights are invaluable to this process. We want to understand your experiences, challenges, and needs concerning the support services we provide. Your voice matters, and this is an opportunity to redesign how our college meets your needs. Details about opportunities to participate will be sent via email in the upcoming weeks.

**Questions**

Should you have any questions or concerns, please do not hesitate to reach out to me directly.

We are committed to transparency throughout this process and will keep you informed of any developments as we move forward. I appreciate your engagement and look forward to your contributions to these important discussions.

Thank you for your dedication to our students, our college, and the U.

Warm regards,