



Summer Updates

Over the past few weeks, we've received good direction from the Board of Governors on our budget, worked with our Central IT Leadership Team on an upcoming interim time period for our organization, and continued to make plans for the start of our fall semester. There have been quite a few things in motion this summer and I want to provide you with some updates.

Budget Update

Due to the strategic foresight of the Board of Governor's to create strong financial reserves after the last recession, and a decision to refinance debt, we were able to avoid the deep cuts you are seeing at many other institutions across the country. We are very thankful that this helped us to avoid layoffs, furloughs, or salary reductions. This is great news and great leadership that made sure we take care of our people during challenging times.



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We also got additional news on a few other budgetary items.

The positive is that we received over \$1.9 million to address critical Central IT infrastructure. This will help us purchase new network firewalls, fund the storage and compute for our divisional Infrastructure Integration Initiative, and a few others.

At the same time, we received budget reductions to other parts of our budget of approx. \$316,000. It's important to note that while we had to take a cut to help CSU as a whole, it was far less than other areas at the institution. It helps to show that our executive leadership understands our value, and they are committed to doing everything they can to support us during these tough times.

To determine what we would cut, we engaged with our Central IT Leadership Team early on to develop ideas and scenarios. We were mindful to take a divisional approach so that we could make strategic decisions that would continue to bring our teams together. We wanted to avoid applying across the board cuts to individual departments or groups which would've reduced our ability to provide high-quality services, not been equitable, and not strategic in nature.

In the end, the main categories of our reduction were vacant positions (2 positions), student labor, authorized business function food, and a large software support contract. Also, we made a strategic decision to pool our professional development funds as a division. So, while we will take a reduction in this area, we will pool the funds to make a larger resource available allowing for more equitable funding for professional development in the coming year.

Interim Organization Period (mid-July – December)

In the coming weeks, we'll be taking additional steps to bring our division together. It's important that we look to the future, work closer as a team, erase previous lines, and leverage our collective strengths. This will help us provide better services for our CSU community for the future and will help us internally to leverage new collaborations, better understand our divisional workflows, and position ourselves for success in the coming years.

In my last column, I mentioned that one component of us coming together is the work of the [Peer Benchmarking Initiative](#) team. This cross-divisional team is working to scan our external environment to bring in new ideas and perspectives from other higher education institutions and national research on "[Digital Transformation](#)". They will use this data to make recommendations for key areas to evolve our division. This work will be completed at the end of August. Then, work to review the recommendations, give opportunity for feedback, and make decisions will take place over fall semester.



We'll also put an interim organizational structure in place from mid-July – December as we complete the work above. This will allow us to take meaningful steps forward in bringing our teams together and not have us waiting until the end of the fall semester to take any action. Instead, by moving in a future focused direction now, we'll be complimenting the work being done by the Peer Benchmarking Initiative. This will have us more ready to implement the recommendations that will come from that effort later this fall.

Recently, the Central IT Leadership Team gave their feedback on, and affirmed, the following values that we believe are important to this interim period:

- Strategic Mindsets & Aligning Work To Strategic Directions
- Teamwork & Communication Over Silos & Silence
- Contribute To Collective Growth
- Value Diversity, Equity, & Inclusion
- Collaboration, Empowerment, and Innovative Thinking
- Decision Making For The Greater Good: Our Division & CSU

We will start communicating information on the interim organizational structure in the weeks following the 4th of July holiday.

Preparing for Fall Semester

Our IT contributions have been making a big impact across our campus as we prepare for our

students and faculty to return to campus. Many of the teams throughout our division have been making great contributions. One project in particular, is undertaking a monumental feat to help our students.

Our teams in Academic Technology and Network Services/Telecom have undertaken the challenge of expanding our lecture capture and video footprint to help students succeed in our new hybrid classroom environments. They are expanding from 74 classrooms (64 general assignment; 10 departmental) to 203 classrooms (153 general assignment; 50 departmental).

That's an increase of 174% in just a few months!



On the returning to work front, we continue to explore scenarios related to our staff returning this fall semester. Recently, Josh Clark, Kris Seidel, and I did an evaluation of our spaces to better plan for options of ensuring social distancing, A/B shift options to keep staffing at 50% or less, and ensuring we meet campus guidelines. You'll be hearing more in the coming weeks about how we'll implement plans for a return to work as we prepare for residence hall move-in dates (Aug. 17 – 21) and the start of classes (Aug. 24)

Questions and Comments

If you have questions, would like to seek to clarify anything, or have comments you'd like to share, please feel free to use this anonymous [feedback link](#).

You can also feel free to reach out to me, Josh Clark, or any of your managers directly. We want to make sure you're well communicated with and understand the various updates and directions are heading.

I wish all of you and your families a safe and healthy 4th of July Holiday!

- Brandon