



PACIFICA
GRADUATE INSTITUTE

OFFICE OF THE PRESIDENT

TEAMWORK THURSDAY FOLLOW-UP & STRATEGIC INITIATIVES OVERVIEW

Hello Faculty and Staff,

To follow up on the June 8th Teamwork Thursday (TWT) meeting, below are links to the recording and slides. I also wish to share and confirm information summarizing the various strategic initiatives that are in progress at the moment across the organization.

June 8, 2023 Teamwork Thursday - *It should be noted the recording started a little late and that we began with a moment of silence in honor of Marshall Chrostowski (longtime Pacifica land manager) and opening poems read by Dr. Emily Lord-Kambitsch (Co-Chair of Mythological Studies) – these slides can be found on the slide deck in the link above.*

All previous TWT recordings and slide decks can be found here: [Teamwork Thursdays - Recordings & Slides Archive](#)

- *Please note these recordings are housed in our **Intranet**. The Intranet was a project started in early 2020 to aid in centralizing organizational documents, files, and resources. It was stalled during the pandemic but we are looking to update and rejuvenate. Recently, HR updated their forms/documents in the Human Resources folder on the Intranet, as well.*

STRATEGIC INITIATIVES OVERVIEW

To further clarify a topic addressed in this month's TWT, there is much happening presently in terms of our organizational and strategic evaluation, progress, and next steps. It is important there is a collective understanding of what is being addressed, why, who is involved, what outcomes we hope to achieve, and by when. The aim is for these processes to work in coordination so they can inform and support one another – and that ultimately, we are in alignment with WSCUC and other accreditation/regulatory standards and to create our shared vision for Pacifica's next 5 years (Strategic Plan).

Here is a brief summary of organizational and strategic initiatives currently underway to keep us all stay informed, engaged, and inspired. See also the attached (and below) strategic roadmap for 2023. Please feel free to reach out if any further clarifications are needed.

Faculty Compensation & Workload Study (with Stevens Strategy)

- *Purpose* - Evaluate and analyze faculty compensation and workload within the context of institutional and faculty needs and industry data and best practices.
- *Progress* - Consultant report is being finalized and then will be presented to the steering committee and forwarded to all faculty for their review and feedback later this month.
- *Next steps/Timeline* - All feedback related to compensation structures, contracts, and workload is to be presented at the August board meeting.

Shared Governance Task Force (with Stevens Strategy)

- *Purpose* - Define shared governance at Pacifica; codify shared governance structures; develop a clear decision-making matrix.
- *Progress* - Retreat completed, report released, Task Force is being formed and a meeting schedule to be established.
- *Next Steps/Timeline* - Shared Governance statement to be presented at the August board meeting and structures and decision matrix to be presented at the November board retreat.

WSCUC Self-Study/Reaffirmation of Accreditation (Office of the Provost)

- *Purpose* - To evaluate and report on how we are meeting WSCUC accreditation standards as part of our 2024 reaffirmation of the accreditation process.
- *Progress* - Steering Committee and working groups work is underway; WSCUC-led training completed; [website designed](#).
- *Next Steps/Timeline* - Draft of the institutional report prepared by this fall; Institutional report due Jan 2024; Offsite review with WSCUC committee in Apr 2024; onsite visit by WSCUC committee in Oct 2024.

Strategic Enrollment Planning (SEP) (with McIntyre/St. Clair consultant – Dr. Don St. Clair)

- *Purpose* – In support of our five-year institutional Strategic Plan, the Strategic Enrollment Plan delineates how to recruit, enroll, and retain graduate learners in alignment with our mission, vision, and values, while maintaining fiscal responsibility.
- *Progress* – McIntyre/St.Clair will begin 1 on 1 interviews with Pacifica internal stakeholders, including members of the Executive Leadership Team, faculty, staff, and the Pacifica Board of Trustees.
- *Next Steps/Timeline* – McIntyre/St.Clair should complete all interviews by July 7th, and will then analyze data to inform the construction of the strategic plan.

Organizational Design Review (Office of the President –Stevens Strategy)

- *Purpose* – To achieve new or better results by improving efficiency in our organizational processes, programs/structures, people (staff compensation

study), partnerships, and systems and enhancing student and employee experience.

- *Progress* - LLC report released; campus climate survey completed; proposed organization design framework presented to the Board, faculty, and staff.
- *Next Steps/Timeline* – Finalize Statement of Work (SOW) with Stevens; calls for steering committee participation to go out later this month; reports on internal and external findings and recommendations to come in Aug/Sept.

Campus Utilization Study (with Gordian)

- *Purpose* - Assess the physical space and actual usage of classrooms, offices, and other campus areas (at both campuses) to ensure we are maximizing their potential.
- *Progress* - Obtained bids from multiple companies and selected Gordian; working on contract terms, expectations, and timeline; expect the study to begin mid-July.
- *Next Steps/Timeline* - Finalize the contract and terms by end of June; Gordian is working on developing a team to be dedicated to the project; kick-off meeting early July; calls for steering committee participation to go out next month.

Strategic Planning (with McIntyre/St. Clair consultant – Dr. Don St. Clair)

- *Purpose* – To develop a plan that articulates Pacifica’s goals for the next 5 years and the actions, timelines, costs, and metrics needed to achieve those goals.
- *Progress* - Research phase underway (internal data review/analysis); process and timeline mapped out.
- *Next Steps/Timeline* - Engage stakeholders through interviews and focus groups across the community (July); Align – review the institute’s goals with the community to ensure alignment; Develop – finalize goals and document action plans to achieve them (August-September). 5-year Strategic Plan to be presented to the board at Nov retreat.

PACIFICA GRADUATE INSTITUTE

Re: Team Work Thursday Meeting

Date: June 12, 2023

Oct- Dec.2022

LISTENING, LEARNING, & CONNECTING TOUR

We engaged internal and external stakeholders to build and re-establish trust, understand institutional needs, improve employee engagement and institute enhanced communication channels.

Jan-March 2023

ORGANIZATIONAL ASSESSMENT

We launched a systemic review of the institute's design, including our culture, structure, tasks and roles, decision-making processes, faculty workload and compensation study, people and leadership competencies, information flow, and rewards systems.

April -June 2023

ORGANIZATIONAL DEVELOPMENT

We are actively engaged in continuous process improvement, WSCU Self-Study assessment, employee development, enhanced program delivery and learner services, shared governance, and diversifying our revenue model.

July -Sep 2023

STRATEGIC PLANNING

We will engage the campus community in the development of a five-year strategic planning process in which we define the vision for the future and identify and execute the Institute's goals and objectives.

Oct -Dec

ORGANIZATIONAL DESIGN

We will align the academic excellence, innovation, and learning and growth to the lives of students and the global community served.



ONWARD EXPANSION OF PACIFICA GRADUATE INSTITUTE
Make Depth Psychology Education, Research Innovation, & Services Accessible

In gratitude,

A handwritten signature in black ink that reads "Lemi Mathison".

Dr. Lee
President & CEO
Pacifica Graduate Institute