SUNY ESF
Strengthening Our Community

SEARS ASSOCIATES
DECEMBER 2015
Initiative Background

Initiated by SUNY Provost’s Office

Core Group met with Sears Associates

Two phase process (interviews & facilitated dialogues)

22 Interviewees = initial input only
Summary Highlights

Goodwill and commitment to continued success at ESF

Change is needed = opportunity

Unproductive relationships, eroded trust....

Leadership transition challenges within “perfect storm”

Communication breakdowns

Shared decision-making roles and authority
Areas for Focus

LEADERSHIP

COMMUNICATION

GOVERNANCE
Next Steps

1. Focus Groups
2. Cross-discipline/role action development groups
3. One-on-one consultation
4. Facilitated conversations (individuals)
5. Assistance to existing task/mgmt. groups
6. Utilization of external resources