

Financial Sustainability And Institutional Planning

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Open Forum for Vice President for Finance and University Planning
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for Institutional Innovation

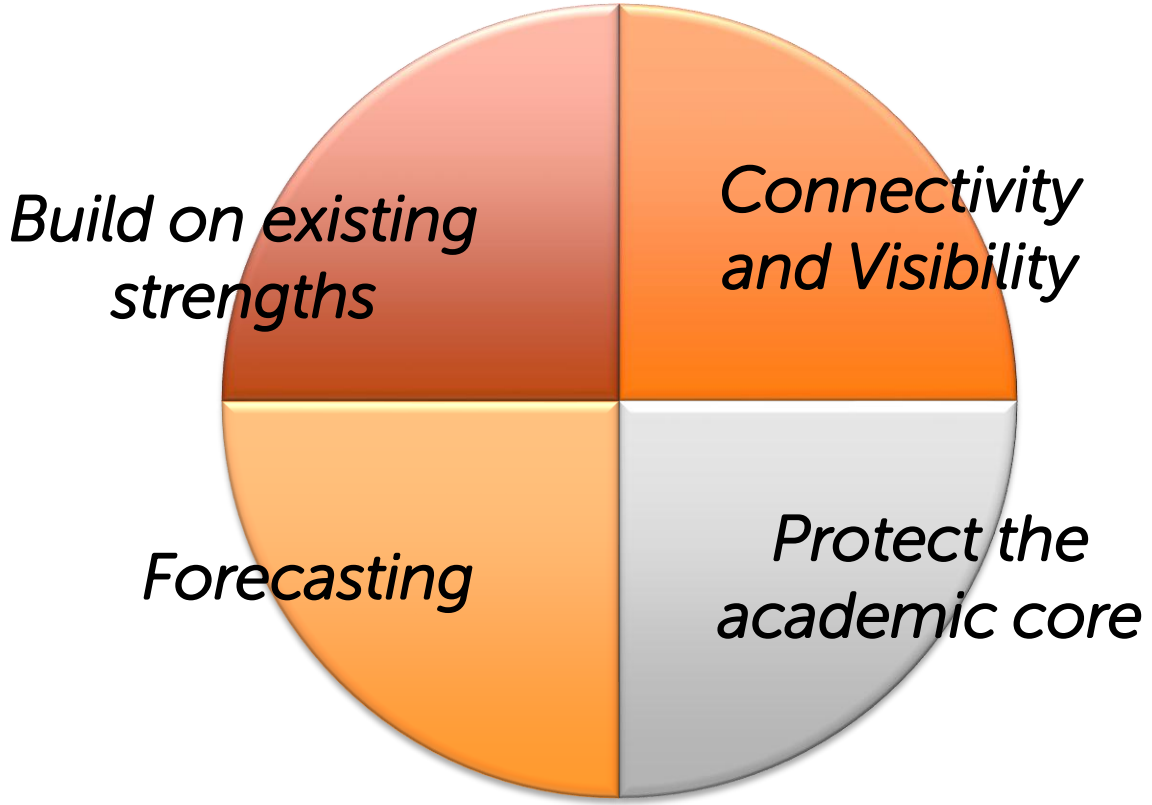
CORE VISION

Idaho State University is financially resilient because its resources are properly aligned with strategic priorities, its operations are continuously improving, its decisions are transparent and data-informed, and its people feel genuine ownership of the "Bold Path Forward".

RECRUITMENT
RETENTION
GRADUATION
IMPACT



Aligning Resources with Strategic Priorities



Strengthening Operational Effectiveness

Innovation Hub

Executive support that amplifies the vision:
We are a connected, collaborative institution where we work together as One ISU — aligning ideas, resources, and expertise to move initiatives forward through a culture of continuous improvement, supporting the success of both the university and the individuals who make this work possible.

- *Process improvement*
- *Change leadership*
- *Strategic technology alignment*
- *Project coordination*
- *Workforce development*



Strengthening Operational Effectiveness

Partnership & Capacity

Trustworthy in our conversations and interactions—Do I understand another perspective as well as my own?

Honor shared resources between Central Finance, University Leaders, & Business Officers so support is real and accountability is shared.

Technology and processes (systems) that reduce friction—Leaders own responsibility for systems and process and their weaknesses.

Multi-campus awareness and support that recognizes the distinct needs of all locations.

Promoting Transparency

Timely & Accessible Information

Clear, understandable, and timely data and reports (dashboards) that support decision-makers at all levels of the organization

Genuine Listening & Results Accountable

Leverage current structures for input from the campus community including: Faculty Senate, Staff Council, UBOs, Leadership Councils, and regional campuses

Shared Understanding

Decisions are communicated openly and respectfully around the "why" especially when resources are constrained



Promoting Transparency

Trust Leadership Principles

- *Serve Others*
- *Listen first*
- *Clarify Expectations*
- *Remove Obstacles*
- *Extend Trust*
- *Keep Commitments*
- *Recognize Others*
- *Take Responsibility*
- *One ISU*



Positioning for Long-Term Success

Collaborations & Partnerships

Complex issues are solved by understanding others concerns and finding a BOLD path forward

Advocacy

Clear, consistent representation to the State Board, Division of Financial Management, and legislative partners

Reserves & Flexibility

Building financial capacity so the university can invest when opportunities arise and weather impacts outside our control

Change Culture

Continuous improvement and organizational agility as a lasting competitive advantage



A Shared Path Forward

I am here to listen and partner—to turn strategy into results.
Long-term success will be a shared accomplishment as
ONE Idaho State University!

Thank you | Questions welcome