

Business & Finance
TOWN HALL
MEETING

AUGUST 14, 2019



Our Purpose Today



- ▶ Learn more about who our colleagues are in the Business & Finance Division, and what they do!
- ▶ Talk about this year's Business & Finance goals
- ▶ Identify ways in which Business & Finance can contribute to student success

Key Messages from Meet the VP Meetings



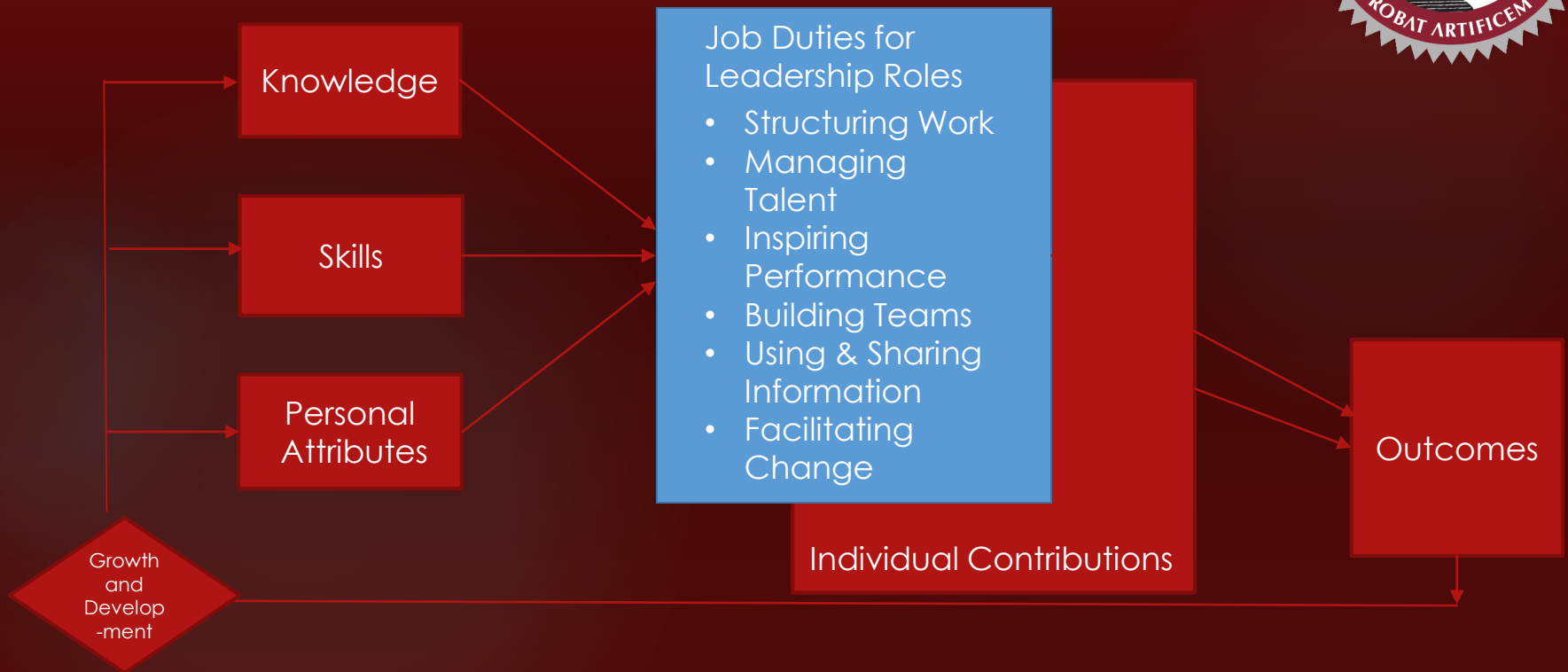
- ▶ We need more communication!
- ▶ We need to have some consistency in leadership
- ▶ We need a voice at the table for B&F
- ▶ We need to convert some of our temporary positions
- ▶ We need a unifying vision for how B&F contributes to the campus community
- ▶ Reduce fear and uncertainty
- ▶ How can B&F contribute to student success?

Key Messages from the First 100 Days Meetings

- ▶ Continue getting to know our employees
- ▶ Improve B&F processes for clarity and ease of use
- ▶ Address Chico's budget planning processes
- ▶ Build cohesion across the campus Divisions
- ▶ Stay transparent and visible
- ▶ Leverage the various funding sources available
- ▶ Foster a culture of decision-making and complete implementation
- ▶ Find ways to include stakeholders in B&F outcomes
- ▶ Connect with students



Multi-level Leadership Model

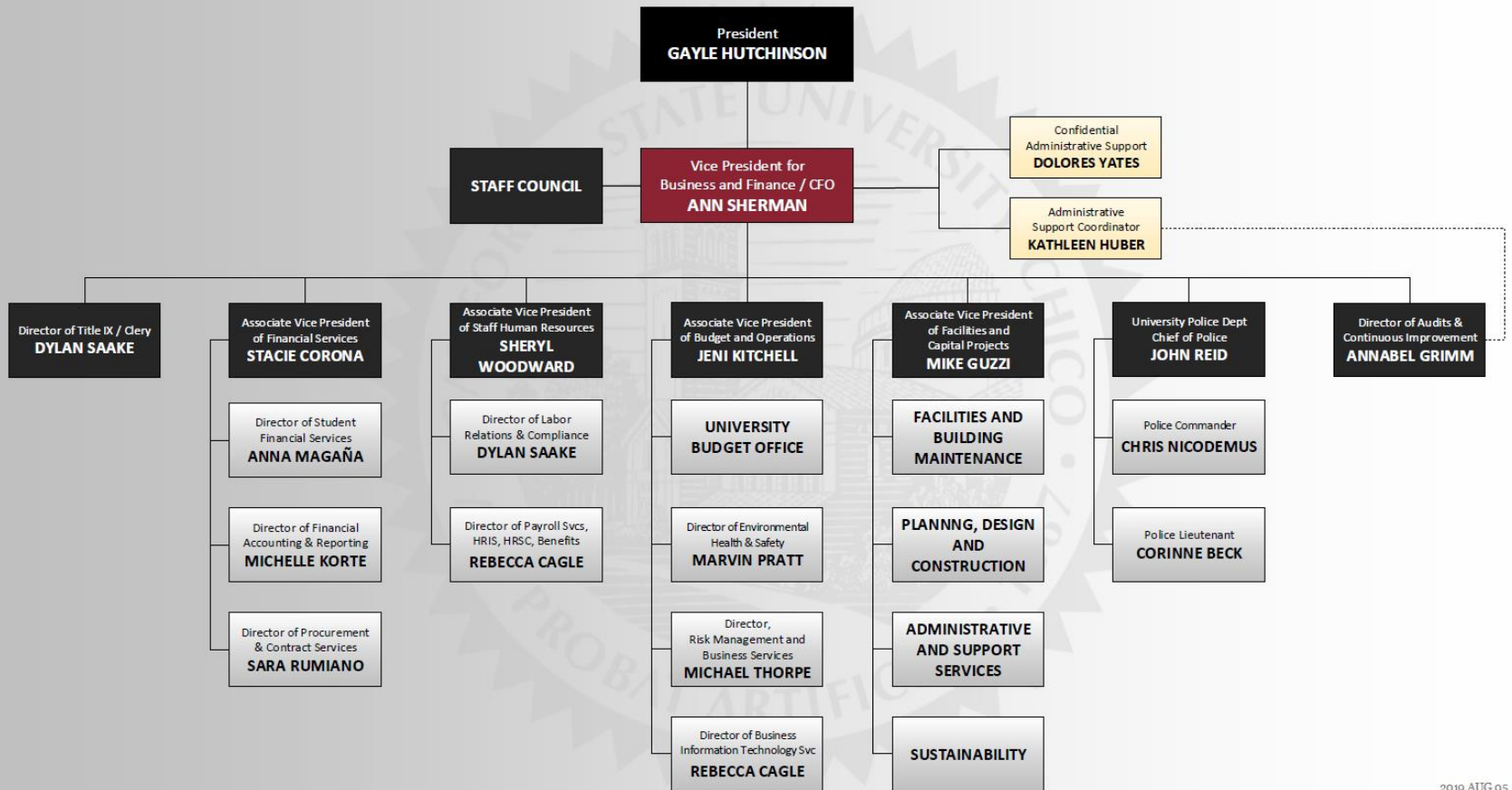


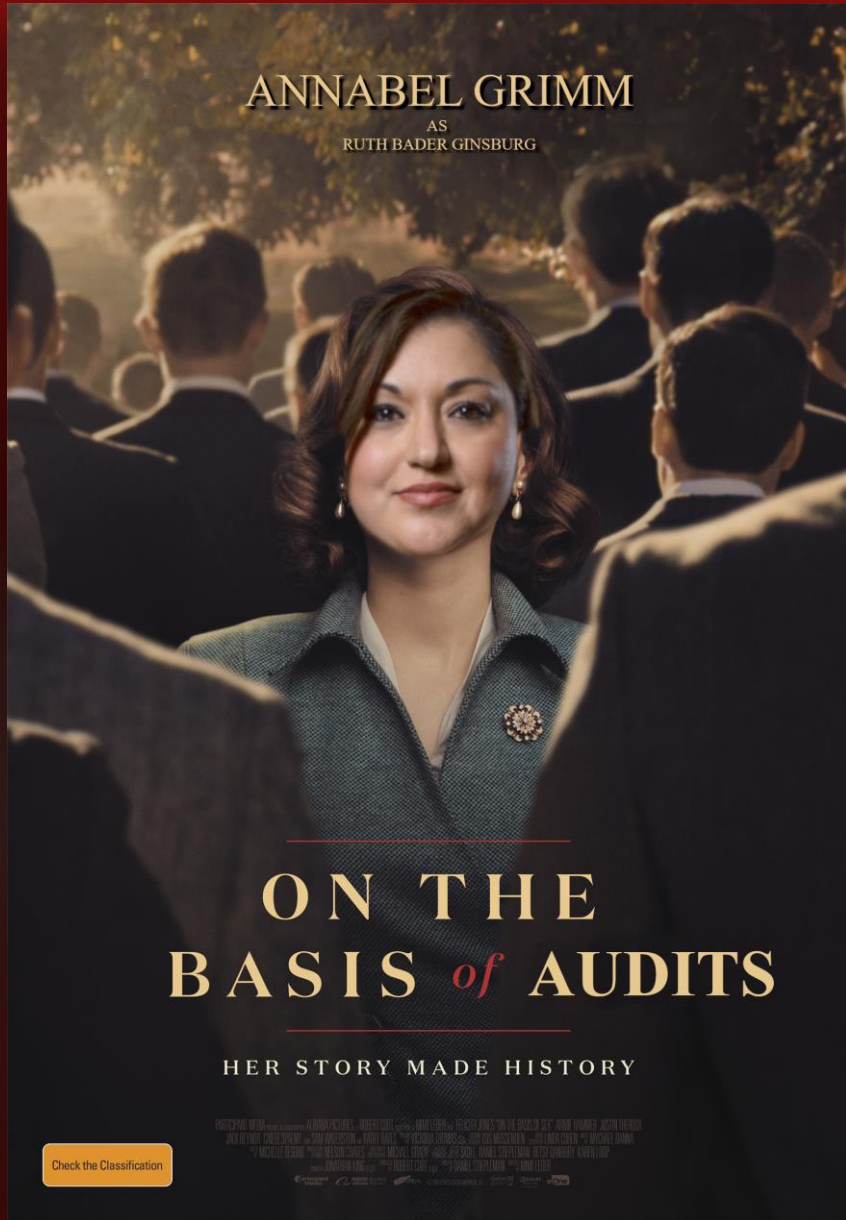
The 6 duties are the actions leaders take to LEAD, not DO



- ▶ Structuring Work: designing and assigning work in the most effective and efficient ways possible (Concepts: empowerment, job design, delegation, process design, etc.)
- ▶ Managing Talent: hiring great talent, developing employees to contribute, including everyone (Concepts: recruitment, selection, training, diversity, etc.)
- ▶ Inspiring Performance: ensuring clear goals and objectives, managing progress, recognizing results (Concepts: goal alignment & cascade, paying attention to progress or lack thereof, termination, rewards, etc.)
- ▶ Building a Team: being able to establish positive esprit de corps, be a good team player, maintain good leader relations (Concepts: manage team development and dynamics, contribute effectively, manage upward, etc.)
- ▶ Using & Sharing Information: oral and written communications, conveying credibility and trustworthiness, managing financial information, administering policies & procedures, EM/EOs, CBAs, nonverbal behaviors, etc.
- ▶ Facilitating Change: keeping employees focused on the tasks today, while preparing them for tomorrow (Concepts: change management, process improvements, building adaption and resiliency, etc.)

CALIFORNIA STATE UNIVERSITY, CHICO
DIVISION OF BUSINESS AND FINANCE





ANNABEL GRIMM

AS
RUTH BADER GINSBURG

ON THE
BASIS *of* AUDITS

HER STORY MADE HISTORY

Check the Classification



ANNABEL GRIMM

Director of Audits &
Continuous Improvement

Audits & Continuous Improvement



Areas of Responsibility

- ▶ Internal & External Audit Activities
- ▶ Investigations
- ▶ Internal Controls
- ▶ Business Process Management
- ▶ Continuous Improvement

Goals

Develop a strategy for building internal capacity to drive continuous improvements

- ▶ Determine support and training needs
- ▶ Identify current B&F talent
- ▶ Develop process to collect feedback and prioritize improvement
- ▶ Communicate plans
- ▶ Operationalize changes



JENI KITCHHELL

Associate Vice President
of Budget & Operations

Budget & Operations



Departments

- ▶ Business Information
Technology Systems (BITS)
- ▶ Business Services & Risk
Management
- ▶ Environmental Health &
Safety (EHS)
- ▶ University Budget

Goals

1. Redesign Budget Process
 - Strategic plan
 - Multi-year & multi-fund
 - Budget software
2. Expand Emergency Prep Program
 - Training, drills, & resources
 - Communication
3. Manage Talent



STACIE CORONA

Associate Vice President
of Financial Services

Financial Services



Areas of Responsibility

- ▶ Student Financial Services
- ▶ Procurement & Contract Services
- ▶ Accounts Payable & Travel
- ▶ Financial Accounting & Reporting

Goals

- ▶ Concur Travel & Expense
- ▶ Impactful Procedural Changes



* Compliance * Controls * Accountability * Accuracy * Transparency *



**CAPTAIN
GUZZI**



**MIKE
GUZZI**

Associate Vice President
of Facilities and
Capital Projects

Facilities Management & Services



Goals

- ▶ Sustainability
- ▶ Deferred Maintenance

Master Plan

- ▶ Finalizing draft plan
- ▶ Environmental Impact Report in progress

Projects

- ▶ New Science Building
- ▶ Old Science Building
- ▶ Butte Hall
- ▶ Kendall Roof and Upgrades
- ▶ Engineering Classrooms
- ▶ Glenn Paint and Landscaping
- ▶ Solar
- ▶ Flood Repairs
- ▶ Temporary Parking Lots
- ▶ Bike Path

Hoorah Run
November 9th!!!

men's style

AUSTRALIA

MAN of
STYLE
2019

**RAISING
THE BAR**
GROOMING TRICKS
TO UP YOUR IMAGE

**622
DAYS OF
RUNNING**
INSIDE ONE
AUSSIE'S EPIC
GLOBAL FEAT

**NOT JUST
FOR GIRLS**
WHY PILATES IS
BETTER FOR MEN

Essential man
knowledge from
Esquire

**40
SPRING
OUTFITS**

▼
Suiting
▼
Racing
▼
Classic
▼
Casual

**WHAT TO
INVEST IN**
SEVEN PLACES TO
PUT YOUR MONEY

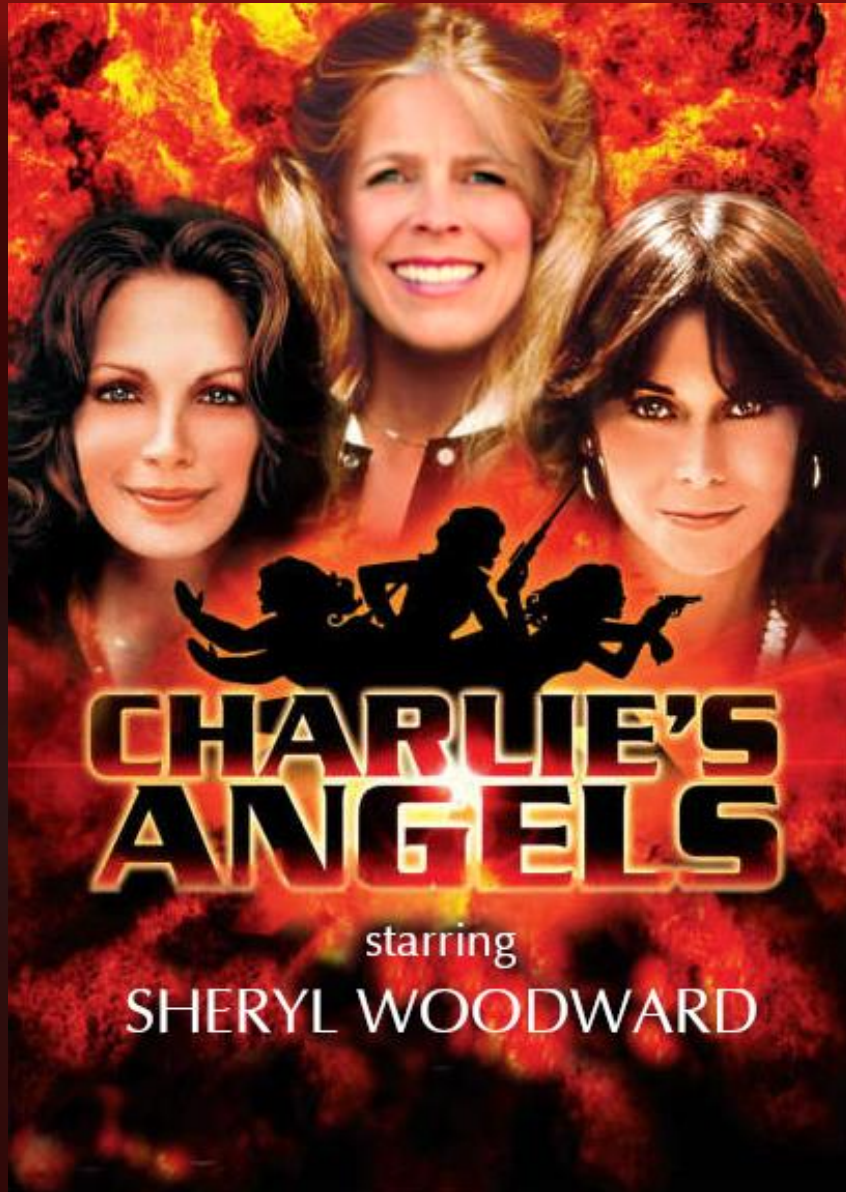
The
ROLE MODEL

What's driving Chief John Reid



JOHN
REID

University Police
Department
Chief of Police



SHERYL WOODWARD

Associate Vice President
of Staff Human Resources

- ▶ <https://media.csuchico.edu/media/Town+Hall+Video+Sheryl+Woodward+2019/0/t7eiu4gm>

STAR TREK VOYAGER



CAPTAIN SHERMAN

Make it so!



ANN SHERMAN

Vice President
for Business & Finance
CFO

Shared Goal #1

Commit to do the ongoing work required to develop and maintain a high-performing Business & Finance Cabinet group and master the behaviors of a high-functioning group.

- Trust one another
- Engage in unfiltered (yet civil and productive) conflict around ideas
- Commit to the group's decisions and plans of action
- Hold one another accountable for delivering against these plans
- Focus on the achievement of our collective results



Five Dysfunctions of a Team



Shared Goal #2

Identify at least three examples of the most-impactful policy or procedural changes to benefit the campus community in each area.

- Solicit feedback for improvements
- Conduct a peer review
- Ascertain compliance parameters provided by any relevant EOs, EMs, or other guidance documents
- Assess improvement options
- Develop a development and implementation plan, to include communication and training, as warranted.



President's Fall Convocation Address



THURSDAY, AUG. 22, 2019, 3–4 P.M.

President Gayle Hutchinson invites the campus community to her fall convocation address on Thursday, August 22, in Harlen Adams Theatre, PAC 144.

The President's remarks begin at 3 p.m.
A reception will follow in the courtyard.

THANK YOU
to all our speakers
& participants!

- AS Conference Services
- University Printing
- Tabling Hosts
- Committee Members

