



THE UNIVERSITY of TEXAS SYSTEM  
FOURTEEN INSTITUTIONS. UNLIMITED POSSIBILITIES.

## Office of the Chancellor

### Memorandum to all University of Texas System Staff and Faculty Members

Dear Colleagues,

With the full support of your President, and under my leadership, the U. T. System Administration is currently engaged in a strategic and organizational assessment effort to help address the global, national, state, and state-regional challenges and future needs. The overall intent of these assessments is to be better prepared as a public university system to manage today's rapidly changing environment and the changes in our environment anticipated over the next five to ten years. My strong belief is that by establishing a mutually supporting system with clear strategic direction and policy oversight, while allowing 14 unique institutions the latitude necessary to accomplish their own goals, we can bring an even more powerful capability to best serve Texas and contribute to solving the problems of our nation and the world.

The key tenets of a mutually supporting system are communication, collaboration, a proactive versus reactive approach and an inherent, agile capacity for scaling to strength, e.g., taking positive action to mass the strengths of one or more institutions to reinforce, improve the quality of, and enable solving problems or issues. Both the strategic and organizational assessments will help inform how these four tenets are currently being – or could better be -- applied vertically and horizontally in our System.

You play an important role in the Organizational Assessment - your specific input about the types of services and support you know your campus needs to be successful in achieving your own goals, and to most effectively be a member of a mutually supporting system is critical. In the next few weeks, online surveys will be distributed and focus group meetings will be scheduled at each institution, as well as at System Administration locations, to help us gather this important information.

Through your participation, we hope to achieve a clear picture of both the strengths and weaknesses of those services and support that enable institution success and set the conditions for a truly powerful, mutually supporting system. Suggestions for improvement are expected and welcome: this is your opportunity to lead change.

Our Organizational Review Team is comprised of 14 Campus Liaisons (one from each institution) and 13 U. T. System Administration staff members. The Review Team's role is to determine what services and support are most valuable to meet the unique needs of our institutions, how we can reduce bureaucracy, and how we can best achieve our collective top priorities for the future.

Campus faculty and staff may contact their Campus Liaison for more information or to request participation. Your Campus Liaison is Salma Adem, Special Assistant to the President.

The status quo of how we operate together in support of our state, our nation and our world will be modified and adjusted in some manner as a result of this effort. This is your opportunity to influence that change and I deeply appreciate your willingness to seize the opportunity. Please share your thoughts and ideas with your Campus Liaison.

Sincerely,

A handwritten signature in black ink, appearing to read "W H McRaven".

William H. McRaven  
Chancellor