

MAKING DIFFICULT DECISIONS THAT MAKE A DIFFERENCE

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Overview

- Demonstrating Value and Gaining Influence
- Managing “Top-Down” Decisions
- Creative Cost-Cutting
- Raising the Visibility of Civic Engagement

Demonstrating Value & Gaining Influence



PROGRAM AUDIT PROCESS

- Emerged from strategic plan
- Audit committee – 8 members
- Program analysis completed by Chair and Staff Advisor
- SWOT analysis
- Participant interviews
- Financial analysis
- Final recommendations to Advisory Board

Demonstrating Value & Gaining Influence



PROGRAM AUDIT OUTCOMES

- Focus on strengths
- Build collaborations with each program
- Offer programs along continuum from recruitment to capstone experiences
- Continue to strengthen assessment methods
- Tell your story
- Celebrate your work

Managing “Top-Down” Decisions



MERGER SELF-STUDY PROCESS

- Existing Information
 - ▣ Mission, roles and goals
 - ▣ Definitions
 - ▣ Programs
- New Information
 - ▣ State of the field scan
 - ▣ Team research on institutional models
 - ▣ Identify national and local consultants

Managing “Top-Down” Decisions



MERGER SELF-STUDY PROCESS

- Concerns/opportunities
- Must have/nice to keep/outsource
- Principles
 - ▣ Honor and preserve unique histories
 - ▣ Continue emphasis on partnerships/collaborations
 - ▣ Maintain commitment to strengthen both organizations
 - ▣ Engage fully in process

Creative Cost-Cutting



- Scale-up existing programs through collaboration
- Outsource or scale-down programs
- Examine global issues through local lens
- Localize Alternative Break experiences
- Increase cost for fee-based programs
- Move to frequent online publications/newsletters
- Offer dessert instead of lunch



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