

# A MESSAGE FROM THE PRESIDENT

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Adler Faculty and Staff,

As a follow-up to our town hall, I am writing to provide additional details on how we will begin to implement changes informed by the organizational assessment conducted this fall by Norm Jones, Ph.D., Integrated Diversity, Inc. While details are still being finalized, I am now able to share several immediate actions that will take effect at the start of 2025.

When I joined the University this fall, I was immediately impressed by the dedication of our faculty and staff in delivering exemplary programs and fostering a transformative educational experience. At the same time, it was evident operational challenges have significantly limited our ability to fulfill our core purpose of educating students and serving communities. They have also hindered our capacity to provide the support and resources faculty and staff need to succeed and to deliver on the value of education for our students.

To this end, we engaged Dr. Jones to guide us through a comprehensive evaluation of the Adler infrastructure. I would like to again thank those of you who participated in this process, as the forthcoming changes have been informed by the insights gathered during the stakeholder interviews.

The resulting [executive summary](#) (PDF) exemplifies our need to focus on solutions regarding our structure, fiscal stability, policy development and compliance, and consistency in processes across our campuses as it relates to enhancing student and employee experiences.

As I shared last week, there will be significant restructuring across a variety of areas. One area where the community will see an immediate transition **is in the Office of People and Culture**. We are eliminating the vice president role from our organizational structure. Effective immediately, the renamed Office of People, Culture, and Equal Opportunity will be led on an interim basis by Hannah Elgin, with support from the Office of the President and Interim CFO James Patti. With this change, I ask for your patience and professionalism as the team transitions to its new structure.

I want to extend my heartfelt gratitude to Vice President Matt Floyd, whose last day with the University will be Jan. 2. Since joining Adler in 2022, he has made significant contributions and advanced initiatives that have helped shape the University, laying the foundation for our future. I also wish to acknowledge his leadership and extend my thanks to his team for their support during this time.

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## Diversity, Equity, and Inclusion

Dr. Jones' findings underscored the community's desire for continued investment in diversity, equity, and inclusion (DEI), particularly in training, equal opportunity, conflict resolution, student and alumni support, as well as clear protocols for addressing identity-based harm.

In response, we must foster an inclusive and supportive culture by embedding a holistic approach to DEI — one that embraces global perspectives and cultural nuances — across the University. Central to this effort is the principle of leadership in inclusive excellence, which emphasizes integrating diverse perspectives to drive organizational success and create an environment where all individuals feel valued and empowered.

To support this work, **we are repositioning the Office of Diversity, Equity, and Inclusion**. This change will expand our capacity to focus on advancing DEI principles and strengthening our internal culture, as well as the leadership capacity of our students, faculty, and staff. In the short term, for continuity, we will focus on training, equal opportunity, policy alignment, and student support, as we reposition the inclusive excellence work across the University. There will be more detail and updates throughout the Spring 2025 semester. This restructuring also presents an opportunity to reimagine the Center for Diversity and Inclusion and how it aligns with our broader goals of inclusive excellence and leadership development.

As such, effective Jan. 15, the vice president for Diversity, Equity, and Inclusion position will be reframed. Vice President Kahan Sablo, D.Ed., will transition to a project-based role through the spring with a focus on specific areas, including standing up the Community Resource Groups (CRG), work related to strengthening equity policies, student support, and training efforts. I would like to thank Dr. Sablo and members of his team for all of their work over the past two years. Since joining Adler, he and his team have advanced DEI initiatives that have helped to enhance the experience of our students, faculty, and staff. We will build on the foundation laid by Dr. Sablo and his team as we move into the future of our institutional DEI and leadership work. Other members of the DEI team will continue in their roles to provide the much-needed support to our students, faculty, and staff during this transition.

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## Enrollment and Communications

There are significant opportunities to strengthen our enrollment strategies, admissions processes, and the University's branding, marketing, and communications efforts. As I shared in the town hall, to support these areas and the work ahead, we are restructuring the Division of Enrollment and Communications in January 2025.

Admissions and enrollment will be consolidated into the Office of Admissions and Enrollment Management under the continued leadership of Vice President Mark Branson. The Office will focus on streamlining, developing, and realigning our enrollment strategy in partnership with EAB to optimize the prospective student pipeline.

Additionally, we are evolving marketing and communications at Adler to create a more unified and comprehensive approach and to also align with contemporary trends in optimizing integrated communication strategies. Led by Associate Vice President Tara Romanella, the Office will oversee brand strategy and enhance institutional visibility to strengthen Adler's identity and support strategic initiatives. The team will also rebrand, enhance admissions and enrollment content strategies to drive lead generation and conversion, manage internal communications, and provide robust support for the Office of the President, and other areas across the institution.

Over the coming weeks, both areas will work to finalize next steps. Details will be shared in the new year.

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## Chief Operating Officer

One additional outcome will be the **introduction of a chief operating officer (COO)** to our structure. The position will play a pivotal role in fostering operational cohesion across the institution, improving efficiency, and ensuring seamless collaboration among key non-academic departments. In the interim, we will ensure that we have the right consultancy to support infrastructural realignment during the spring of 2025. More details regarding the search for this position will be available early next year.

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I recognize the changes I've shared will take time to adjust to. I encourage us all to show understanding and flexibility to one another as we navigate this transition, working together to advance Adler's success and fulfill our mission of educating students. Moving forward, other areas of the University may also undergo adjustments as we continue to align structures and resources. These changes are being carefully considered and will enhance operations to better serve the needs of our students, faculty, and staff.

I remain committed to keeping the Adler community informed and will continue to share updates as they become available. Until we are able to reconvene in our next town hall, I want to ensure your questions and feedback are heard and addressed.

To help facilitate this, we will create a dedicated page in January with information and answers to commonly asked questions. Please submit yours through [this form](#) for us to address as part of our ongoing updates.

As we refine our structure and strategies, we must remember that our students are at the heart of everything we do. They are our mission — they are why we are here. Our efforts have been and will continue to be focused on strengthening Adler's ability to fulfill our responsibility to them, providing a world-class education and the support they need to thrive.

The winter break ahead offers a well-deserved opportunity to rest, reflect, and restore. Whether you spend this time reconnecting with loved ones, pursuing personal interests, or simply enjoying a slower pace, I hope you are able to enjoy the time away to enter the new year with energy and focus.

When we return and into the new year, we will continue our work to build a stronger Adler University, rooted in the principles of people, purpose, and partnership. Together, we will create a thriving, inclusive community that leads with innovation and drives meaningful change.



Lisa Coleman, Ph.D.  
President  
Adler University