

# A MESSAGE FROM THE PRESIDENT

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Dear Students,

Congratulations on completing your classes and reaching the end of the term.

As we look toward the new year, I want to share several administrative changes to ensure you're informed before your return in January. These are the result of the comprehensive organizational assessment led by Norm Jones, Ph.D., who began working with us this fall to identify ways to strengthen our internal processes and structures to better serve you, our students.

Thank you to those who participated in the session with Dr. Jones in October, as the insights you shared informed the resulting [executive summary](#) (PDF). His findings highlight the need for solutions related to our structure, fiscal stability, policy development and compliance, and consistency in processes across our campuses, especially regarding the student and employee experience. As a result, we are implementing the following organizational changes.

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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, and 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 the leadership capacity of our students, faculty, and staff. In the short term, for continuity, we will focus on student supports, training, equal opportunity, and our internal culture as we reposition the inclusive excellence work across the University, with more details to be provided in 2025. 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 work related to strengthening equity policies, student support, and training. 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 work in enrollment, admissions, branding, marketing, and communications. 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.

Additionally, we are evolving marketing and communications at Adler to create a more unified and comprehensive approach. Led by Associate Vice President Tara Romanella, the Office will oversee upcoming rebranding efforts, enhancing institutional visibility to strengthen Adler's identity, and supporting strategic initiatives.

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Another key outcome of the assessment is the **introduction of a chief operating officer (COO)**. 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.

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I recognize the changes I've shared today will take time to adjust to, and I remain committed to keeping the Adler community informed. I will continue to share updates as they become available.

For our students, the winter break 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