
CHANGE MANAGEMENT

3RD ANNUAL ADVISING SYMPOSIUM

EASTERN ILLINOIS UNIVERSITY

STUDENT SUCCESS



EASTERN ILLINOIS UNIVERSITY™



AGENDA:

First, some data (and some that we already know)

CH...CH...CH...CH...Changes!

The Triangle

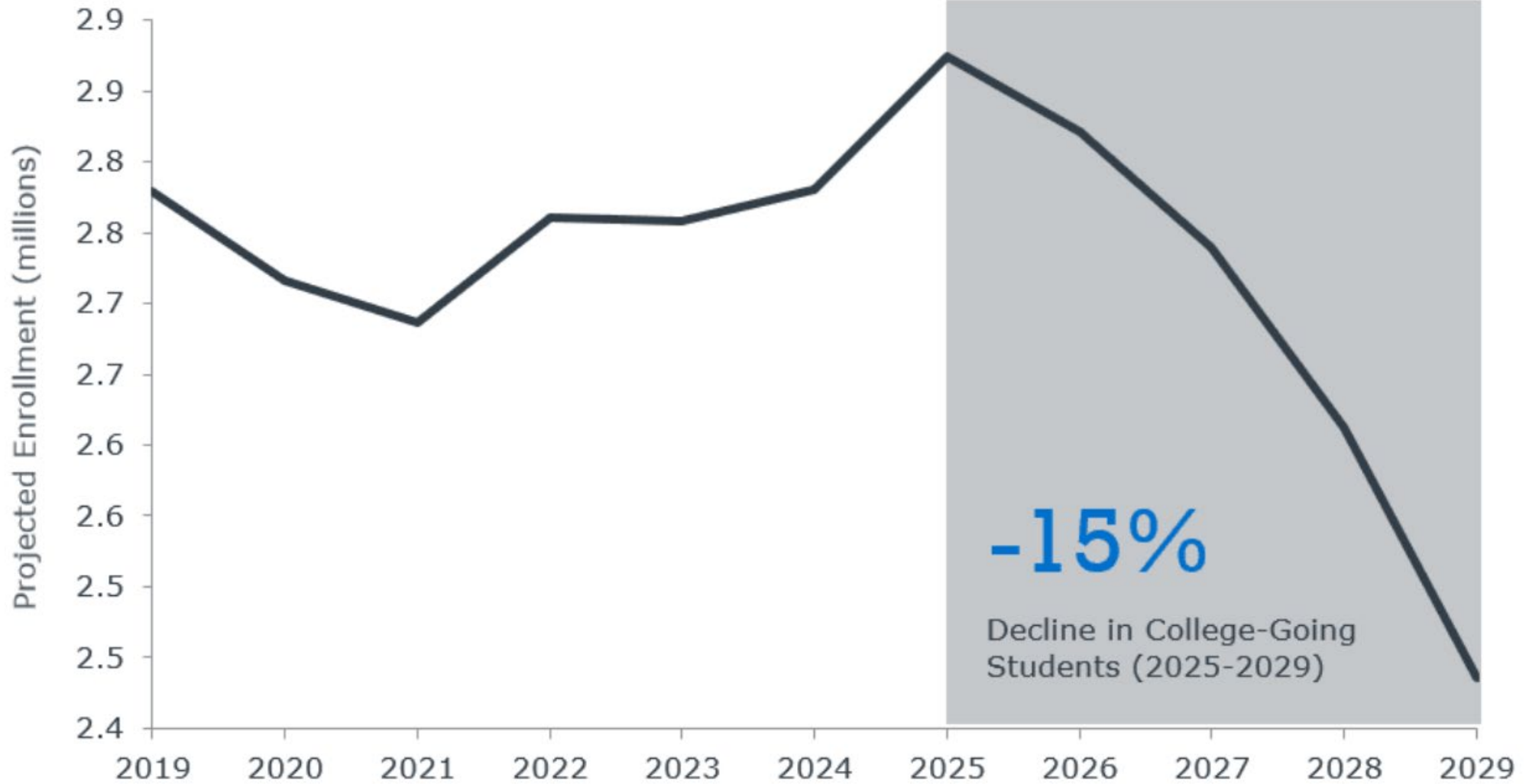
Why?

**DID YOU HEAR THAT
ONE ABOUT THE
DEMOGRAPHIC CLIFF?**



Enrollment Projected to Drop Sharply After 2025

Forecasted Number of College-Going Students in the U.S. (millions), by Year of High School Graduation



First Time Freshmen

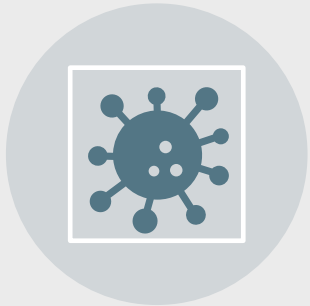


SPRING 2025 10TH DAY:

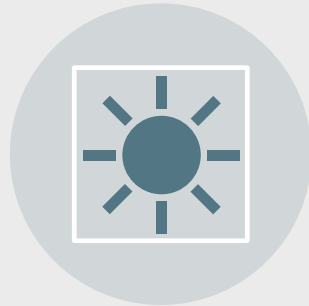
SUMMARY WITHOUT HS DUAL CREDIT (PERCENT CHANGE COMPARED TO SPRING 2024)

	ON CAMPUS	CHANGE	OFF CAMPUS	CHANGE	TOTAL	CHANGE
HEAD COUNT	4044	-9.77%	1236	-5.72%	5280	-8.86%
FTE	2979	-12.79%	1271	-3.13%	4250	-10.11%

THERE ARE CHANGES WE CANNOT CONTROL:



PANDEMIC



SEASONS



JO-ANN FABRICS
IS CLOSING!



MY HAIRLINE...

IT IS NOT *THE CHANGE*, IT IS
OUR **RESPONSE** TO THE
CHANGE.

JUST TO BE CLEAR:



GROWTH
MINDSET



DATA



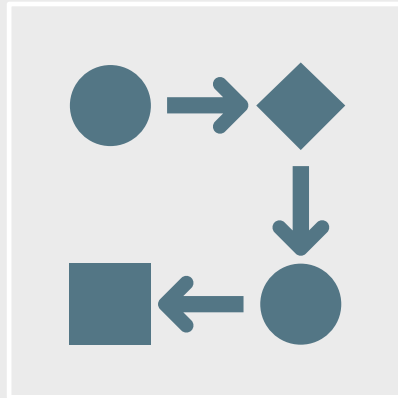
RELATIONSHIP-
RICH



HUMAN-
CENTERED

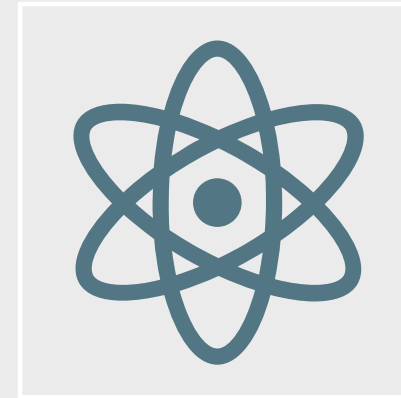
**WHAT CHANGES HAVE YOU
FACED IN YOUR ROLE?**

CHANGES:



Adaptive:

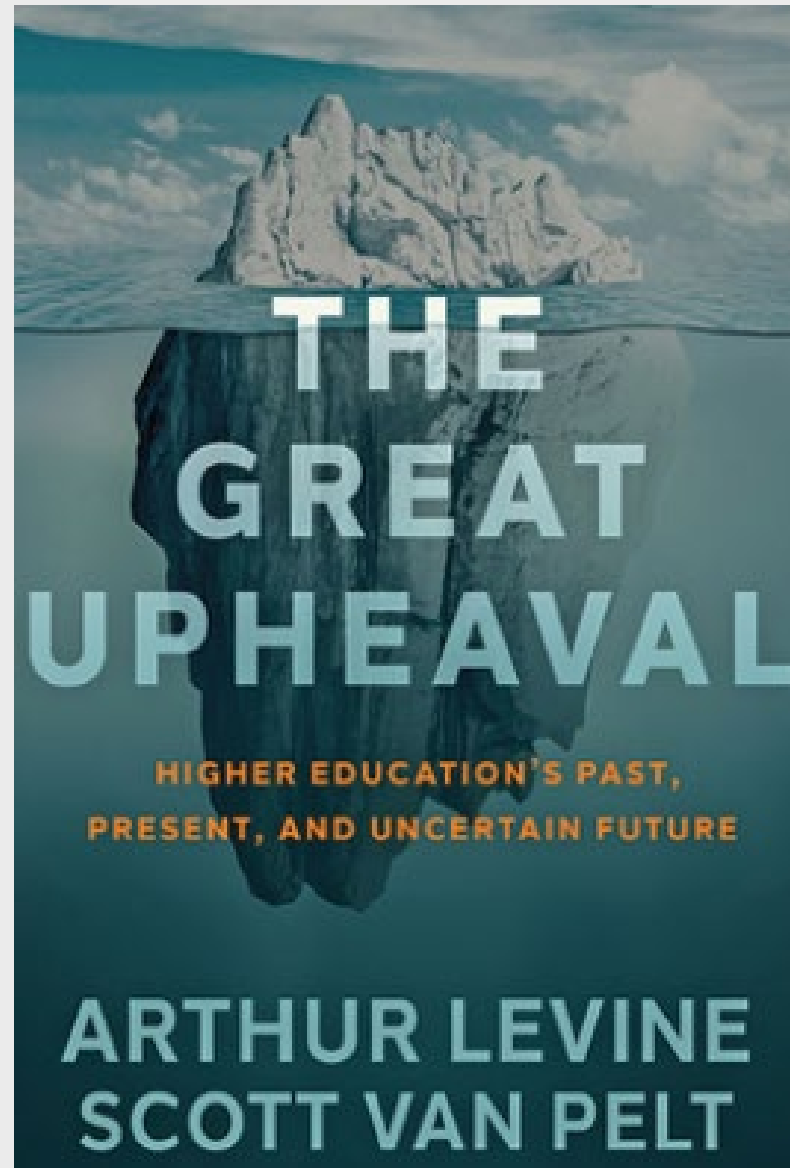
small, iterative, evolving



Transformational:

large, impactful, departing from
status quo

CHANGES:

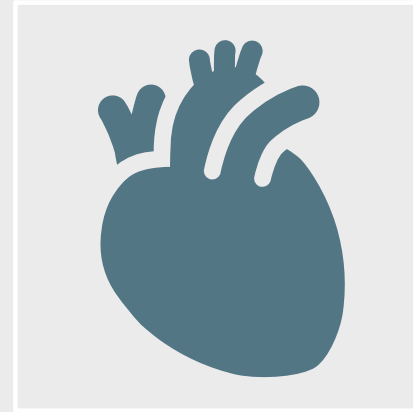


CHANGES:



Cultural:

Slow, resisting



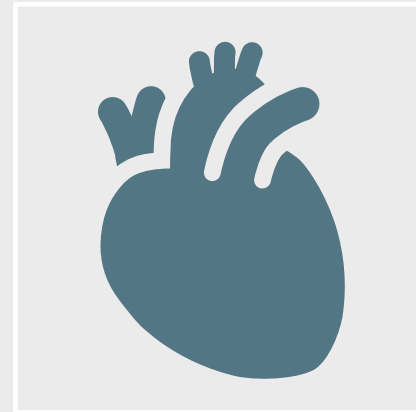
Personal:

Deeply felt, specific

BUT THESE ARE WHAT MATTER*:



Cultural



Personal

*TO MANAGE CHANGE

ASK YOURSELF:



WHAT CHANGES
CAN I CONTROL?



WHERE CAN I BEST
SERVE?



WHAT WILL I
CONTRIBUTE?



WHO AM I
BRINGING WITH
ME?

ASK YOURSELF:



HOW WILL I
RESPOND?

THE TRIANGLE*



*TO MANAGE CHANGE

TRIANGLES

- INHERENT STABILITY
- MINIMAL / MAXIMUM
- LOAD DISTRIBUTION
- FOUNDATION FOR COMPLEX STRUCTURES
- ADAPTIVE THROUGH TRIANGULATION
- SYMBOLIC



TRIANGLES



CHANGE MGMT.*

- HUMAN-CENTERED
- GROW WHEN SUPPORTED
- BEING VALUED
- CREATIVE AND RESILIENT



*MUST BE AUTHENTIC!

-
- **CHANGE IS EXPERIENCED DIFFERENTLY BASED ON HISTORY, CONTEXT, AND PERSPECTIVE.**
 - **KEY QUESTION:**
 - *How can we create psychological safety to support people through vulnerability?*



CHANGE MGMT.*

- PROCESSES SERVE PEOPLE
- REDUCE COGNITIVE LOAD
- GROWTH MINDSET
- FLEXIBLE & ITERATIVE
- TRANSPARENT & ACCOUNTABLE



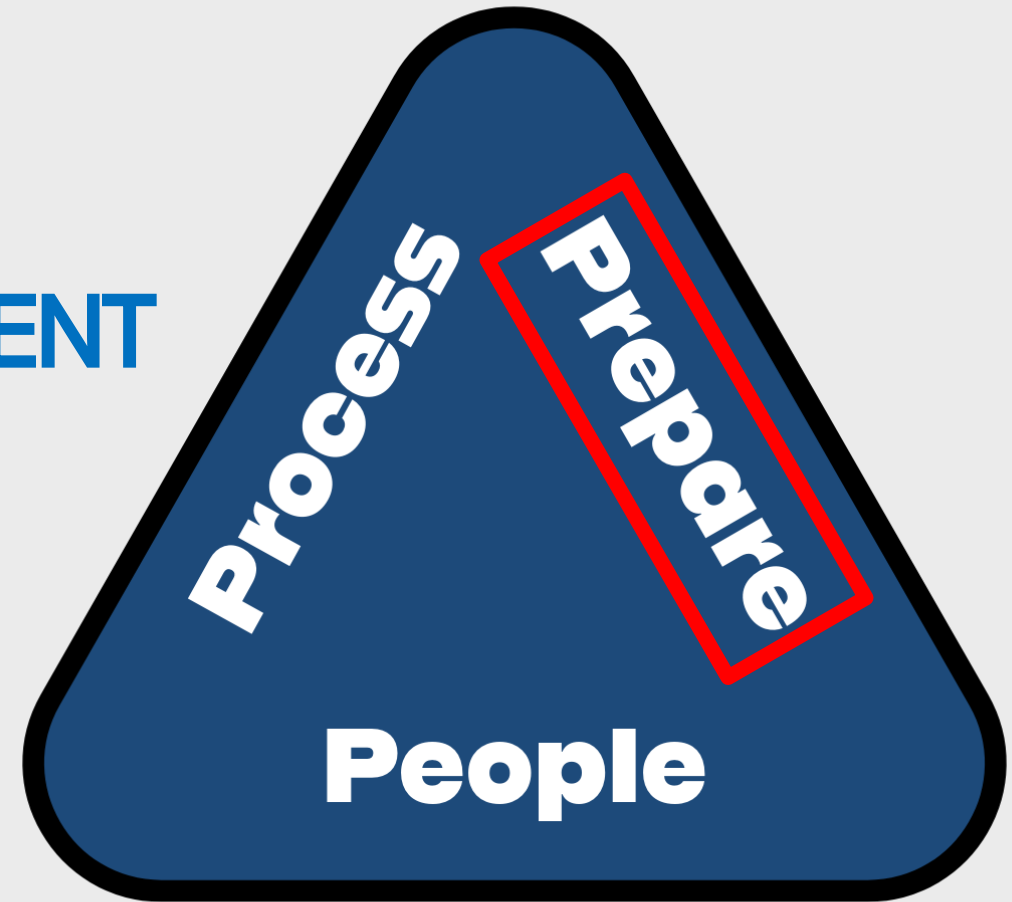
*EXPLAIN THE "WHY"

-
- **DESIGN PROCESSES THAT ALLOW FOR MISTAKES, FEEDBACK AND LEARNING.**
 - **KEY QUESTION:**
 - *How can our processes become learning laboratories rather than compliance exercises?*



CHANGE MGMT.*

- BOTH MINDSET & ACTION
- PROFESSIONAL DEVELOPMENT
- EFFORTS & STRATEGY
- STAKEHOLDER SPECIFIC
- CURATE RELATIONSHIPS
- INNOVATE



*ONE SIZE DOES NOT FIT ALL

-
- **PREPARATION CREATES SPACE FOR AGENCY AND CHOICE WITHIN CHANGE INITIATIVES.**
 - **KEY QUESTION:**
 - *Are we preparing people to be passive recipients of change or active co-creators?*



THE TRIANGLE

PREPARE PEOPLE FOR THE PROCESS.

PEOPLE PREPARE FOR THE PROCESS.

THE PROCESS PREPARES PEOPLE.



THE TRIANGLE*

THE PEOPLE PART...

...WORKS BOTH WAYS



*THE FINE PRINT

When we know WHY
we do what we do,
everything
falls into place.

When we don't,
we have to push
things into place.

@simonsinek

THANK YOU!*

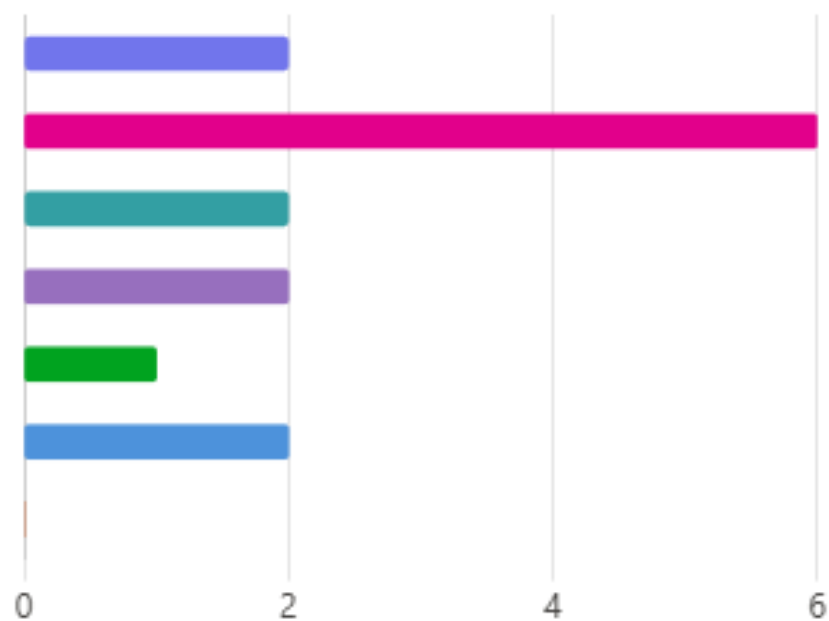
ANY QUESTIONS?



***HUMBLE AND GRACIOUS**

1. In general, change makes me feel:

- Energized and excited 2
- Curious about possibilities 6
- Cautiously optimistic 2
- Neutral/ depends on the change 2
- Anxious but willing 1
- Overwhelmed yet determined 2
- Resistant and uncomfortable 0



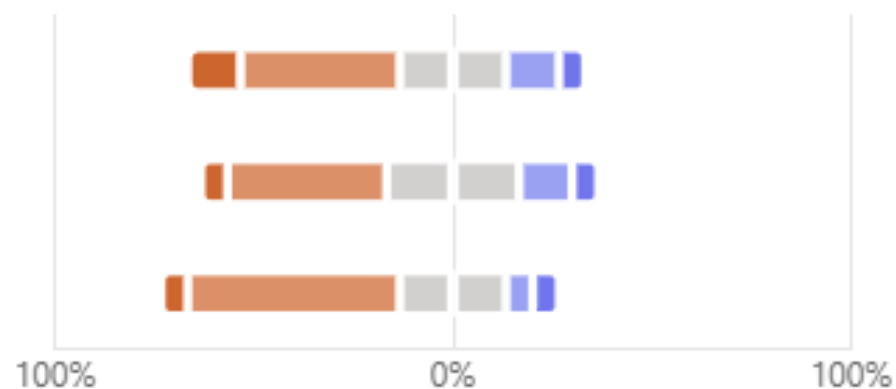
2. Respond with your level of agreement with the following statements:

● Strongly Agree ● Agree ● Neutral ● Disagree ● Strongly Disagree

I feel that my voice is valued when planning for change.

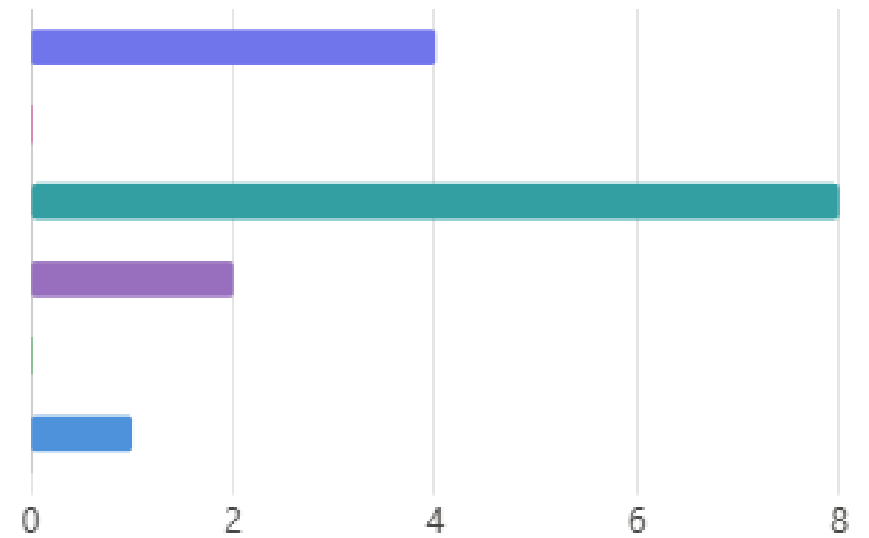
I feel that my voice is valued when implementing changes.

I feel that my voice is valued when evaluating changes.



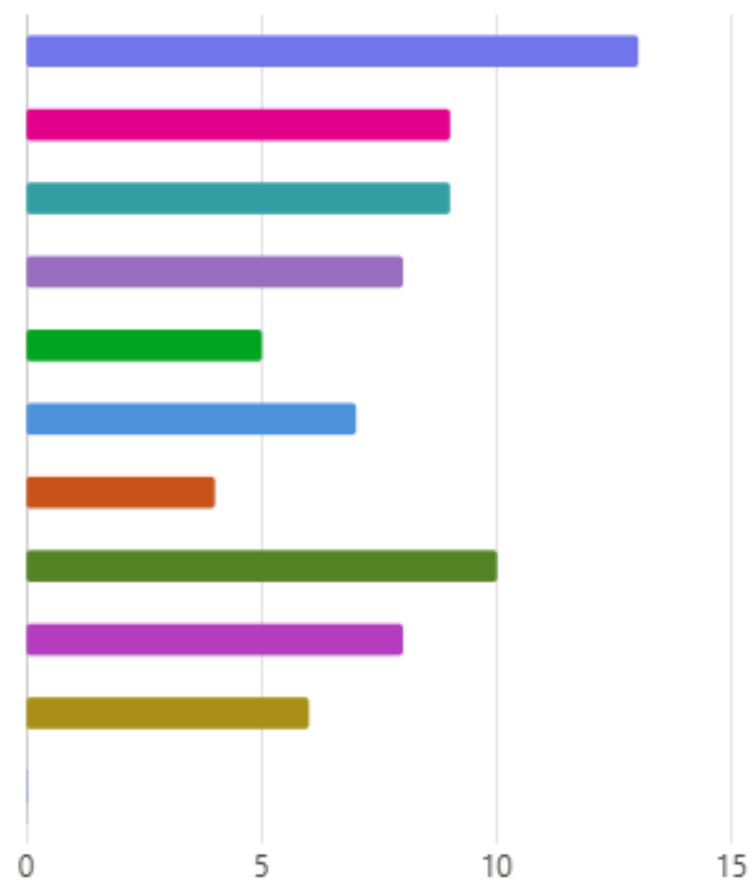
3. The strongest geometric figure is:

● Hexagon	4
● Octagon	0
● Triangle	8
● Square	2
● Pentagon	0
● None of the above	1



4. Academic Advising is a (select all that apply):

● Transformative Partnership	13
● Growth Catalyst	9
● System Navigator	9
● Empowerment Practice	8
● Possibility Architect	5
● Cultural Bridge	7
● Change Scaffold	4
● Mindset Cultivator	10
● Equity Advocate	8
● Truss Builder	6
● Other	0



5. In a few words, what is one change you are facing in your role:

[More details](#)

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Responses

Latest Responses

"Getting to deal with GW"
"Changes to the Gateway Program"
"Retirement!"
...

4 respondents (27%) answered Changes for this question.

Retirement
Lack course
Demographics of advising
NCAA rules
professional rules & transfers
Pressure of recruiting
credits
Leadership could be changing
program prereqs
Gateway Program
Changes to first year
Students
course offerings
Not sure
Departmental changes
program
GW
Changes

FOLLOW-UP:

