ADMINISTRATIVE CONSOLIDATION

What doesn’t kill you will make you stronger!

THE KAVLI Institute for Brain and Mind at UCSD

INC

MSO SUPERHERO

Temporal Dynamics of Learning Center
An NSF Science of Learning Center
Goal: **saving money without degrading service**

**Strengths:** *what will give you an edge*

**Weaknesses:** *what will place you at a disadvantage*

**Opportunities:** *what factors will make you successful*

**Threats:** *what factors may cause you problems*
STRENGTHS

• Do more with less, economy of scale
• Ability to reorganize staff to focus on individual strengths
• Retain excellent staff through lean times
• Cross-training and back-up for both units in all functional task areas
• If the units are copacetic in their mission, then you bring a synergy by communicating activities and events in one unit to another.
WEAKNESSES

• Missions of both units and communities are vastly different. You have to wear different hats each time you answer the phone
• Conflicting HUGE deadlines in both units (i.e. two 5-year reviews for the ORU in same year)
• Confusion as to who belongs to what unit (I no longer recognize every name in my ORUs)
OPPORTUNITIES

• Introduce the efficient procedures and tools of one unit to another
• Flexible space for growth
• Expert staff from one unit can mentor staff in the other unit

A grapefruit is a lemon that saw an opportunity and took advantage of it
THREATS/CHALLENGES

• Blend staff across units or maintain them separately?
• Too much growth too soon can cause burnout
• Apply one style of management to units with different missions and director styles
• Who pays for my trip to ABOG?
KEY ASSETS

• Flexibility

• A genuine interest in the missions of both units and appreciation for their unique work cultures

• A good staff to have your back in your home unit while you are proving yourself in the new unit.
TOOLS FOR SUCCESS

Good mentor
A senior staff member in each unit (on-site parent)
Build team spirit across the units
Solicit experts for functional areas
Organized communication
Organized staff; know who does what
Keep lists of recurring events/deadlines
Review financial reports for all funds

STURDY PAIR OF SHOES