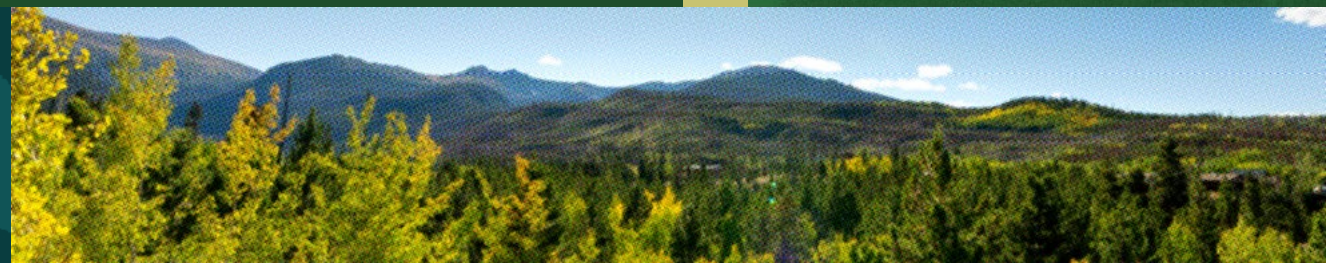
COLORADO STATE UNIVERSITY

Top-line Organizational Structures



Understanding Top-Line Organizational Structures

The following slides contain the HR and Finance Top Line Organizational Structures effective July 1, 2026. Before reviewing the slides, please take a few moments to review important context below.

How to read the model:

- Color-coded boxes demonstrate whether responsibility will live at the enterprise, embedded, or blended level.
- Shading of blended boxes does **not** indicate percentages of embedded vs enterprise responsibility, just that they are shared across both enterprise and embedded.

What These Structures Are:

- The high-level HR and Finance organizational structures that will take effect on July 1, 2026.
- How HR and Finance work is grouped within the provisional organizational structure.
- These slides show functional groupings, service delivery layers, and accountability boundaries.

What These Are Not:

- The structures do **not** include names associated with positions and are **not** comprehensive of every position within a function.
- They do not show staffing decisions, individual assignments, and implementation phases.
- These structures do not indicate a “final state,” as structures are anticipated to continue evolving over time based on the needs of the university.

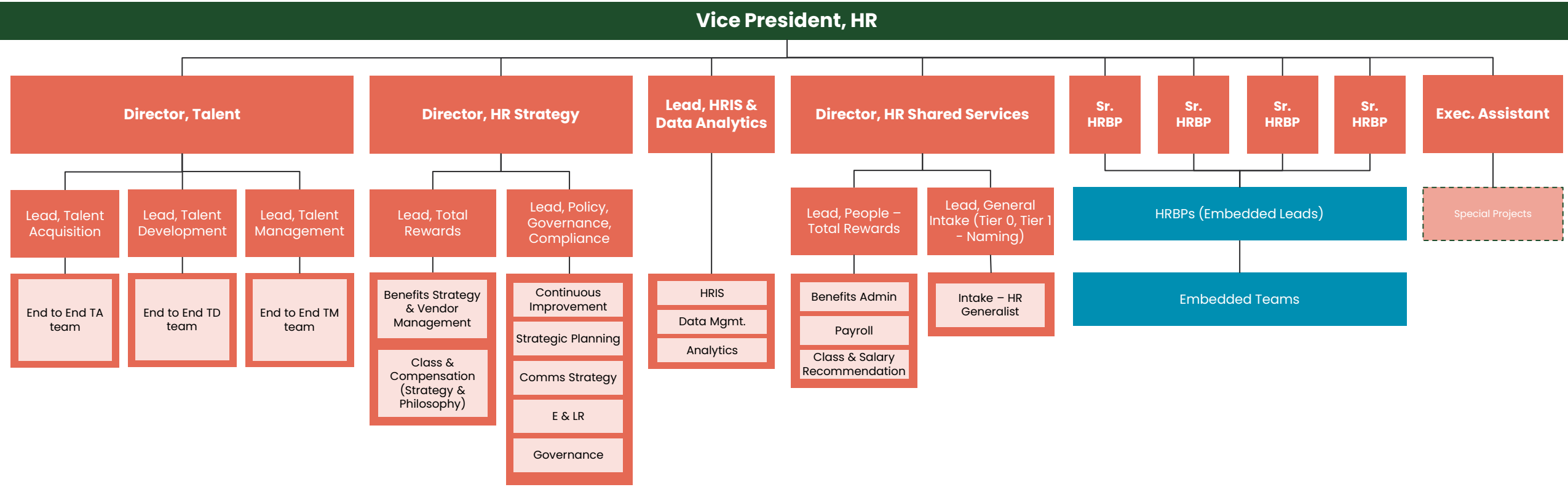
Top-Line Organizational Structures effective July 1, 2026 (FY27)

- Illustrates the high-level organizational structures
- Maintains continuity of operations while positioning the university for future improvements over the coming years.

Looking Ahead

- Additional changes and refinements will occur over time.
- Future work will focus on service delivery, role transitions, process improvements, and organizational design.
- The structures shown here represent the starting point, not a final destination.

Human Resources Top-Line Organizational Structure – July 1, 2026



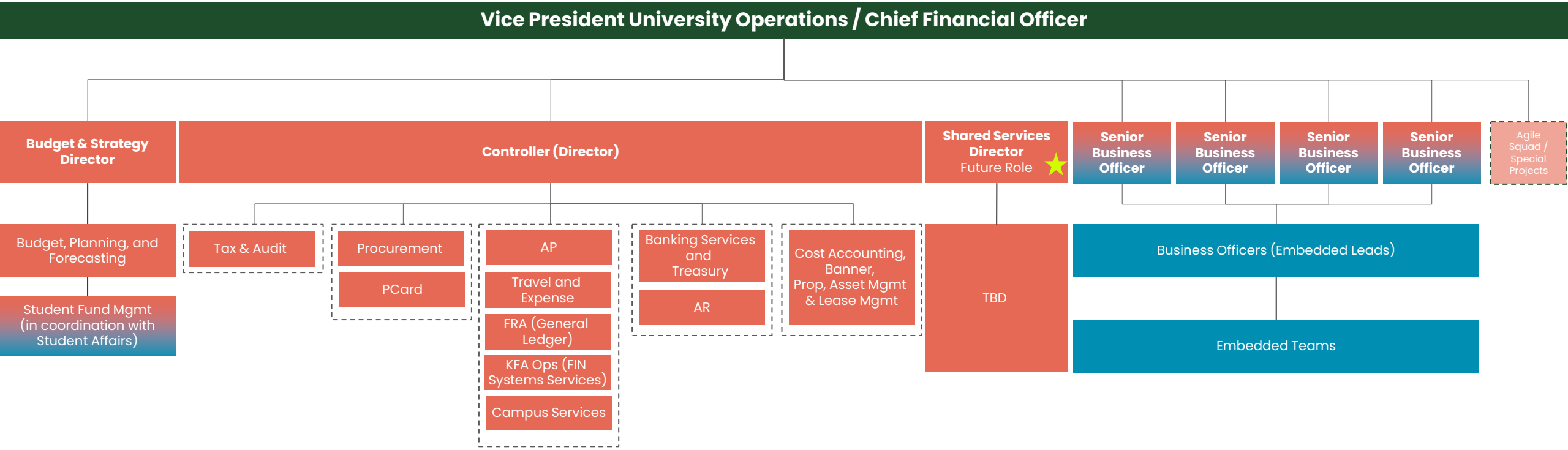
The HR Business Partners connect embedded HR teams to the university-wide HR organization. This model has long been in place, with the only new change being a formal reporting structure. Portfolios will be preserved to maintain continuity of services and relationships.

This shows the high-level organizational structure that will take effect on July 1, 2026. These **do not** depict future phases of implementation; they **do not** depict final or future state design.

Enterprise

Embedded

Finance Top-Line Organizational Structure – July 1, 2026



Senior Business Officers are new temporary leadership roles that connect embedded finance teams to the university-wide finance organization. In addition to supporting their home unit, they provide leadership, coordination, and support across a portfolio of colleges and divisions.

This shows the high-level organizational structure that will take effect on July 1, 2026. These **do not** depict future phases of implementation; they **do not** depict final or future state design.

Key

New Role ★

Enterprise

Embedded