

UND Strategic Plan Town Hall - Staff Session [March 9, 2022] Chat Responses ONLY

Report Date: March 21, 2022

Report Created by University Analytics & Planning

NOTE: All names, titles, and/or descriptions clearly identifying an individual(s) were replaced with "INFORMATION REDACTED"

11:58:34 From UND to Hosts and panelists:

<https://und.edu/about/strategic-plan/feedback.html>

11:58:59 From Aleisha Lokken [panelist] to Everyone:

https://und.qualtrics.com/jfe/form/SV_3DDtXgYrWax3zAG

12:06:43 From INFORMATION REDACTED to Hosts and panelists:

Innovative, tight-knit

12:08:16 From INFORMATION REDACTED to Everyone:

Being a part of the UND Community to me means being engaged in UND events and activities outside of my day-to-day work.

12:08:30 From INFORMATION REDACTED to Everyone:

Being encouraged to do so, I should say.

12:10:58 From INFORMATION REDACTED to Hosts and panelists:

I take pride in being a part of a large employer in a small town, and being a part of supporting education for future generations. My department is a great one to work with and I appreciate my supervisor and area!

12:11:21 From INFORMATION REDACTED to Everyone:

We have many UND staff members who have a long history with the University and it is important to continue to honor those employees through staff recognition events, etc. Their knowledge, experience, and investment in UND is so valuable. They are a huge part of our UND community.

12:17:16 From INFORMATION REDACTED to Everyone:

Make data informed decisions and keep lines of communication open to gather input for students, faculty, and staff.

12:23:01 From INFORMATION REDACTED to Hosts and panelists:

Bring back higher scholarships for high ACT/SAT test scores as HS grading can be inflated. Attract that high talent as a student and then try to retain them in our region!

12:23:25 From INFORMATION REDACTED to Hosts and panelists:

Be ahead of the curve! Too many times we are asked, "what are others doing", not "can we be leaders/trendsetters."

12:23:56 From INFORMATION REDACTED to Hosts and panelists:

DEI 100%. This includes both staff/faculty and student population. We need to do better for our students and prospective students and staff/faculty. Our mission statements/ visions all across campus really don't mention DEI and are no where near authentic...

12:25:05 From INFORMATION REDACTED to Hosts and panelists:

Implement succession plans as part of annual evaluations for staff and faculty. Give people an opportunity to have conversations for growth and support our people within.

12:25:45 From INFORMATION REDACTED to Everyone:

Good discussion and feedback. To the point about certain campus voices "outweighing" others at times, I'd only remind staff that there are many opportunities for us to get involved in shared governance (e.g., campus-wide committees) or come together to speak with one powerful

voice, in particular STAFF SENATE. This is where we can address many of these questions/issues that have an impact on policy, benefits, wages, etc. See: <https://campus.und.edu/staff-senate/index.html>

12:28:57 From INFORMATION REDACTED to Hosts and panelists:

On that note, we plan to offer a Faculty/Staff Sand Volleyball league over the summer at the Wellness Center!

12:29:30 From INFORMATION REDACTED to Everyone:

Research shows that many students come to college to land a job but they leave college feeling underprepared to enter the workforce. We need to better prepare our students to achieve their career goals. Similar institutions have found success with job placement post-graduation by including required career courses within first year curriculum.

12:40:27 From INFORMATION REDACTED to Everyone:

To the person who noted the lack of access to shared governance opportunities--I totally agree. For this question #4, then, that's a challenge that gets in the way of addressing staff needs: lack of access to opportunities due to workload or technology. If we take shared gov. seriously, all divisions and supervisors should support that their staffers engage in this work. For his part, INFORMATION REDACTED has encouraged staff and their supervisors to explore things like committees and Staff Senate.

12:44:30 From INFORMATION REDACTED to Hosts and panelists:

Building in required career development experiential opportunities into all academic curriculum will help both give students relevant experiences as well as help to benefit employers in community and beyond in fulfilling employment needs.

12:49:46 From INFORMATION REDACTED to Everyone:

Yes to all this. How about "rewards" for scholarly and creative activity for staff? Many staff do creative and scholarly work independent of their contracts. But, say a staffer gets an article published in a peer-reviewed journal, for work they did on weekends/evenings (as a "University of ND" representative), or they host an exhibition of their photography. Can that be acknowledged/rewarded by the School somehow?

12:53:01 From INFORMATION REDACTED to Everyone:

Yes, Lynette [panelist]--Seeds for Staff Success Program: <https://campus.und.edu/staff-senate/index.html>

12:56:01 From Aleisha Lokken [panelist] to Everyone:

Want to provide additional feedback? Do so here - https://und.qualtrics.com/jfe/form/SV_3DDtXgYrWax3zAG

12:56:48 From INFORMATION REDACTED to Everyone:

Thanks everyone for your work on this, including all that provided feedback!