

## UND Strategic Plan Town Hall - Staff Session [March 8, 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"

12:05:44 From INFORMATION REDACTED to Hosts and panelists:

High integrity, passionate dedication

12:06:23 From INFORMATION REDACTED to Hosts and panelists:

As part of the UND community, I have a stake in how this university interacts with each other and our surrounding community. I feel can weigh in on issues and make a difference.

12:06:38 From INFORMATION REDACTED to Hosts and panelists:

providing foundation for leaders for tomorrow.

12:06:49 From INFORMATION REDACTED to Hosts and panelists:

a community bound by the goal of supporting student success

12:07:09 From INFORMATION REDACTED to Hosts and panelists:

I would absolutely agree with pride in my university

12:07:15 From Aleisha Lokken [panelist] to Everyone:

Question #1 - What does it mean to you to be a member of the UND Community?

12:08:36 From INFORMATION REDACTED to Hosts and panelists:

I am continually amazed at the fact that as a part of UND, we are all surrounded by a wealth of knowledge and expertise on a daily basis.

12:08:44 From INFORMATION REDACTED to Hosts and panelists:

Exciting time to be part of the campus. With the real estate development and the ongoing evolution toward the hybrid of on campus and online education for our students.

12:09:55 From Aleisha Lokken [panelist] to Everyone:

Question #2 - How can UND meet the needs of a dynamic campus with a focus on its growing student, faculty, and staff populations?

12:10:57 From INFORMATION REDACTED to Hosts and panelists:

Mission statement is important, followed by annual goals and objectives - and related tactics on how to address and foster the mission of the university

12:11:17 From INFORMATION REDACTED to Hosts and panelists:

Yes indeed I agree about resources and reinstating them

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

Military Tuition Assistance rates (\$250/credit) are not going to be increased for the foreseeable future. That rate doesn't cover the cost of a single course here at UND (when counting tuition and fees). We need to find a way to help these students to afford to attend UND while serving on active duty.

12:13:00 From INFORMATION REDACTED to Hosts and panelists:

Well it should be obvious that we need to have a good strategic plan to determine campus needs and then implement action items toward goals within that plan. All of this within the context of UND leadership guidance and a healthy connection to state legislators.

12:14:20 From INFORMATION REDACTED to Hosts and panelists:

Need to serve students in an online environment effectively

12:14:35 From INFORMATION REDACTED to Hosts and panelists:

Select leaders who have global perspective and experience.

12:18:39 From Aleisha Lokken [panelist] to Everyone:  
Question #3 - What about UND do you believe needs attention to attract and retain students, faculty and staff?

12:19:12 From INFORMATION REDACTED to Hosts and panelists:  
Program offerings in alignment with student demand and industry/state needs.

12:19:42 From INFORMATION REDACTED to Hosts and panelists:  
add to that, more opportunities for students to go abroad

12:20:16 From INFORMATION REDACTED to Hosts and panelists:  
Specific attention to the rural schools in our own backyard.

12:20:25 From INFORMATION REDACTED to Hosts and panelists:  
While we take pride in our work and the institution; morale on campus should be a focus (while it seems to have improved in recent years)

12:20:27 From INFORMATION REDACTED to Hosts and panelists:  
Programs that address emerging challenges - and related funding and leadership support.

12:22:01 From INFORMATION REDACTED to Hosts and panelists:  
Increased undergraduate research opportunities

12:22:20 From INFORMATION REDACTED to Hosts and panelists:  
I am not sure UND has defined campus culture; good idea to do that. Training and engagement to impact morale; especially with staff and faculty. DEI is important and a good one stop for this on web resources.

12:22:47 From INFORMATION REDACTED to Hosts and panelists:  
Campus culture is critical - and the most important element of promoting this is the 'front line' supervisors e.g. those who have direct interaction with students. These are the faculty, the TAs etc.

12:24:29 From INFORMATION REDACTED to Hosts and panelists:  
Hand was raised by accident!

12:24:44 From INFORMATION REDACTED to Hosts and panelists:  
Sorry!!

12:27:41 From INFORMATION REDACTED to Hosts and panelists:  
Make a bigger connection to why students are here - to get a job after completing their studies.

12:28:44 From Aleisha Lokken [panelist] to Everyone:  
Question #4 - What challenges and/or barriers are in place that prevent UND from addressing the needs of those it serves or the needs of those who are part of the larger UND Community?

12:30:09 From INFORMATION REDACTED to Hosts and panelists:  
Bureaucracy in decision making resulting in UND being slow to implement changes.

12:30:23 From INFORMATION REDACTED to Hosts and panelists:  
We are spread too thin and tasked to do more and more. Agree with the comments specific to the ND Legislature and their not trusting State Board Higher Education policies.

12:38:14 From INFORMATION REDACTED to Hosts and panelists:  
and the onboarding process is terrible

12:40:14 From INFORMATION REDACTED to Hosts and panelists:  
Removal of faculty who no longer support the mission and culture of the university - tenured or not.

12:40:44 From Aleisha Lokken [panelist] to Everyone:

Question #5 - How can UND enhance creativity and innovation of faculty, staff, and students?

12:45:57 From INFORMATION REDACTED to Hosts and panelists:

Supervisors can set aside time for employees to recharge and regroup on a regular basis (weekly, monthly, for example). When people are given a change to catch their breath, they are more able to think in new, positive ways.

12:46:20 From INFORMATION REDACTED to Hosts and panelists:

Establishing a creative and innovative environment needs to deliberate. One can not demand a person or group be innovative and creative. An environment of 'not be punished to fail' and learning from those failures is critical. Think about SpaceX.

12:47:03 From INFORMATION REDACTED to Hosts and panelists:

\*be deliberate

12:49:40 From INFORMATION REDACTED to Hosts and panelists:

Our creativity and innovation could blossom if there was more balance among staff work. We always have the same staff (and faculty) at the table, leading new initiatives, stepping up while others are ducking out. We would probably not have so many comments on time if we could incentivize some of these staff to take on more leadership positions.

12:52:14 From INFORMATION REDACTED to Hosts and panelists:

Research is the key to innovation and creativity. Continue a research component to the UND Strategic Plan; expanded funding, expanded PhDs and post docs, and an annual conference exchanging research results.

12:54:53 From INFORMATION REDACTED to Hosts and panelists:

Connect staff with departments heads. An example would be: We have a new INFORMATION REDACTED for our area and many of our staff haven't met him yet.

12:55:05 From INFORMATION REDACTED to Hosts and panelists:

Thanks for facilitating this session; much appreciated.

12:55:15 From INFORMATION REDACTED to Hosts and panelists:

thanks for giving us this forum

12:56:04 From INFORMATION REDACTED to Hosts and panelists:

Thank you so much for hosting this and making it feel free to be open. When you first see the questions it is difficult to know exactly how to answer with an effort to think beyond our own area. This really helped to understand what everyone is thinking!

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

This is an awesome website <https://grandforksiscooler.com/>

12:58:32 From INFORMATION REDACTED to Everyone:

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12:59:07 From Aleisha Lokken [panelist] to Everyone:

[https://und.qualtrics.com/jfe/form/SV\\_3DDtXgYrWax3zAG](https://und.qualtrics.com/jfe/form/SV_3DDtXgYrWax3zAG)

12:59:14 From INFORMATION REDACTED to Hosts and panelists:

I'm sorry - I have to leave a few minutes early. INFORMATION REDACTED