

## UND Strategic Plan Town Hall - Staff Session [March 8, 2022] Q&A Responses ONLY

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Report Created by University Analytics & Planning

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

### Question Details

# Question

- 1 Can you write the question in the chat? Thinking too hard made me forget the question.
- 2 Often feeling torn between UNDS educational goals & their 'corporate' goals - are students or their money most important.
- 3 Having inclusive policies that support and having UND leadership willing to challenge state legislature
- 4 "Putting intentional work in the OUTSIDE of the classroom experiences---- a community focused on improving their health and well-being, as well as their knowledge. Things to do. Meet friends, etc. Showing students, faculty and staff that they are dedicated to US as people."
- 5 "increasing student pay, hard to keep students on-campus employment when we are paying 11-13 an hour, when off campus are paying 4-5 dollars more."
- 6 Bring unqie programs back to campus such as things like a Bachelor or Certificate in American Sign Language
- 7 "Increasing pay all around. Students have gotten a dramatic pay increase this past year, but current staff (and I am assuming faculty as well) will get a minimal raise, if any."
- 8 "Ensuring new positions have as much clarity as possible regarding duties for all employees, both remote and on-campus"
- 9 "More education about what DEI is. Many people have a knee jerk reaction to being ""forced"" to have to be inclusive. This is a culture that can be negative to others."
- 10 "Ensuring new positions have as much clarity as possible regarding duties for all employees, both remote and on-campus."
- 11 Succession planning and promotion options to keep employees.
- 12 "There are things beyond UND's control that greatly affect the ability to attract highest-quality faculty and students: the way the state (through the legislature) adopts laws and policies that are narrow and mean, eroding human rights, women's rights, voting rights. This is not a secret. Coupled with the weather and lack of high-quality jobs for trailing family members, this does NOT make it an attractive place for people to relocate and serve."
- 13 Ph.D programs within the Nistler College
- 14 Work heavily with the city of Grand Forks to create an abundance of career opportunities right here in the community for Alumni. We are a flagship university but very little incentive for our graduates to stay in Grand Forks it seems.
- 15 "Offering prospective employees a more accurate pciture of Grand Forks' climatology. As a meteorologist, I am bothered when people assume Grand Forks is ""always cold""."
- 16 \*\*\*picture
- 17 "Again, if University Administration would be willing to challenge the state legistlature when state century codes go against inclusive values."
- 18 The political culture of ND
- 19 "Others have mentioned but pay is HUGE. When you look at national averages for those of us not in ""leadership"", we are often well below the national avg but when you look at the leaders, they are well above avg..."

20 The limitations of technological growth by NDUS-CTS

21 As stated - the state legislature. From their policies to their constant budget cuts. We can't do more with less less less. The state needs to invest in higher ed - one of the only things that attracts people to the state.

22 "A decentralized advising model, having a centralized advising would remove student facing barriers in relation to academic advising, if all our advisors were under the same funnel/umbrella."

23 "A big challenge right now is the fact we've been trimmed to the bone, we're all doing as much as possible with much less, and we're exhausted. I have many ideas and goals for my job, but I'm tired, and my morale is low. I don't see the light at the end of the tunnel, and I'm not the only one."

24 I disagree with central advisement. Prospective and current students deserve advisors who specialize in each major.

25 The perception (accurate or not) that inclusivity on the UND campus and in its policies only extends to certain marginalized groups and actively works against others.

26 "A small thing, but in the area of health and wellness I'd like to see UND partner with local community wellness centers in a financial sense. It's not easy to join the campus Wellness Center and stay engaged (hours, it caters to students, location in the area, etc.). This need is great, post COVID and may help attract talent as well."

27 "I also strongly disagree with having centralized advising. If we are trying to attract a diverse student body, we need specialized advisors. Additionally, having centralized advising has not helped increase student retention so why do we keep putting resources into that model? We need to re-evaluate what we are currently doing and what would make us more competitive."

28 "The majority of staff that are tasked with so much now that it is impacting the ability to have the best optimal customer service to our students. We are doing our best not to drown, and certain things need to be cut or ignored in order not to drown -- which is impacting customer service."

29 "I would like to see UND value years of experience and background vs PhDs., which tends to be faculty vs staff. We are all employees and maybe the label should go away."

30 "Yes, do you do 100 things at 50% effort or do you give a little and do 50 things at 100% effort. Morale is low"

31 "Ensuring that ALL employees receive proper training when they begin work. In both of my positions, I only received limited training because my supervisors were not given more time walk me through more of my duties. Thus, I spent several weeks or months doing tasks one way only to be told I was doing something wrong (but was not told for a long time). This creates more stress and decreases morale."

32 "there are so many silos across campus, I wish collaboration was celebrated more across campus."

33 "Equal pay for all based on experience and merit, not tenure only."

34 "providing clarification.... Centralized advising would not mean there would not be specialized advising... it would mean that advising policies, best practices would be consistent. Pay would be consistent. Some colleges use paper some use technology, which again is a barrier to students depending on their college and who they seek help from."

35 Our systems create many inefficiencies and causes a lot of frustration

36 "We were one of the only schools in our area to maintain new enrollment or even increase enrollment thru the pandemic and there really has been no acknowledgement to that and you're thinking ""possible"" 2% raise. Ouch"

37 The current model of centralized adviment and Core advisors doesn't provide clarity but rather puts colleges into silos. Changes and updates are not discussed but rather told and each college has its own procedures and policies.

38 Better communication between depts & colleges campus wide

39 "the high workload due to ""doing more"" has limited many people's abilities to be creative or innovative. we're just trying to get through the day and our tasks at hand. until that is fixed, it's difficult to expect innovation- we don't have time to think."

40 "the political climate in some areas hinder the empowerment of some staff. aren't able to make changes or decisions that would greatly improve the university. there are so many people to get approval from, and it usually fizzles out and nothing changes."

41 "I love the response read from the survey about being aware across campus about who could be well-matched with jobs. We need to start seeing staff for their gifts, abilities, and values, exploring what each may want for a career path, and helping them to get there. Instead, we're just lines on a spreadsheet. Make us seen, and we'll be happier."

42 yes---- balanced recognition for faculty and staff!

43 "Severe lack of communication between departments across campus. This makes it very challenging to recruit new students when things are always changing with programs and initiatives, but information is kept tight within departments and not shared across the university. We all play a role towards attracting new students, we aren't doing that to the best of our abilities when we are kept out of the loop on new information."

44 This might belong under a different question. But we need to change our staff PMP process. There was a year that I received 4 awards from 3 different events and I still had all 3's on my PMP. Making us all 3's is killing our morale. 360 supervisor evals are needed.

45 "wellness break time--- intentional time in the week to get out for a walk, get some fresh air, etc. but this needs to come from the state or HR, not just the direct supervisor"

46 UND should consider skip-level meetings with their superior.

47 "Regarding creativity/innovation for staff/faculty/students; bringing in speakers, having seminars, etc that stretch our minds, open us up to new ideas, etc. Leadership training and seminars are a great idea."

48 "By having positions cut/contracted out, it is difficult to think freely and be creative knowing a private company has been hired in place of recruiting and maintaining high quality faculty and staff."

49 Book reads are excellent and I value this!

50 When do working groups get their call to form?

51 Listening sessions like this are very appreciated - we all need to feel heard & seen & as though our opinions and thoughts matter. Keep them up even after strategic planning!

52 "I think it's important to remind anyone considering coming to UND as a student, faculty member or staff member of all that Grand forks has to offer. It's not the ""middle of nowhere"" and has more opportunities than people outside of the Upper Midwest realize."

53 "There are parts of the last strategic plan I still like a lot and hope they come back in refreshed, updated forms."