

Planning for Distinction Informational Sessions

Tuesday, January 31, 2017 Afternoon Session

11 participated out of 30 attendees

What guiding principles should shape The University's SRA Process?	
Respect and trust	3
Students' best interest (the cost vs. outcome)	11
NMU is part of a larger community	6
Becoming up-to-date in University support services (not stuck in past)	2
Innovation!!!	0
Focus on skills for future – not <u>past</u>	5
NMU is doing many things correctly; what are they?	1
Respect the process, but don't be afraid to put our spin on it	0
Providing high-quality saleable skills to our students	2
Maintaining our uniqueness (Northern Naturally and Fearless In The...)	1
One goal is creating life-long learners	3
Consider a defined distinction and embrace it – what/who is NMU?	1
Don't think only in \$\$	3

What benefits will The University realize from successfully carrying out the SRA process?	
What are the most value – added programs which add to a successful university? Eliminate under-performers	2
Happier employees	3
A clear sense of identity and guide for future progress	3
Increased pride/trust/buy-in for all involved	5
A renewed sense of pride/purpose across and between areas	1
Fiscal responsibility for future students and employees	1
Not going broke	2
Put money toward most productive areas	3
Rely on data	2
Make long needed changes to the operation of the university	4
A reasonable, stable budget	1
↑ revenue	1
↑ students	3
Reduced waste and audit risk	0
Not only looking at academics, but being able to look at the value of all departments. Housing, dining, etc....	1

What pitfalls would arise from carrying out the SRA process?	
Administration doesn't act on recommendations	7

NMU being afraid of change	5
Creating an environment of distrust/envy	4
People feel less valued/adequately “measured” and don’t trust metrics	10
‘Us’ vs. ‘Them’ Environment	3
Negative publicity could scare away potential students and faculty	3
We may lose “beloved” but not productive programs	0
Still curious how the 20-20-20-20-20 model plays out and how budget items will look	1
Self-interest will override common sense	5
President and VP will just ignore recommendations	4
Fear of continually adding other programs	0
Failure – People lose trust for future projects	1
Task force full of people who have spent entire career at Northern	2

What advice can you offer to the task forces that will carry out the SRA process?	
Consider all “classes” of students – not just “honor” students	4
Be fair and consistent	5
Listen to everyone, whether you agree or not. All input is important	3
Be aware of your “air-time” when speaking the loudest voice isn’t always the best	2
Talk to various stakeholders – stay out of silos	2
Put yourself in another’s shoes when considering reports/subjectivity	4
Survey <u>ALL</u> for opinions	1
Focus on student outcomes; are we shaping leaders?	2
Keep mission and vision in mind	2
Keep historical (and future) context in forefront of criteria	2
Research peer institutions to consider what worked elsewhere	0
Use qualitative and quantitative data	3
Take enough time, don’t rush	2
Be kind to each other and respectful	2