

## Planning for Distinction Informational Sessions

**Tuesday, January 31, 2017 Morning Session**

**40 participated out of 65 attendees**

What guiding principles should shape The University SRA process?	
<b>Recommendations strongly considered</b>	6
<b>Clear goals</b>	9
<b>Do what's best for university and not individuals</b>	9
<b>Transparency</b>	13
<b>Inclusive</b>	9
<b>Qualitative data assigned a rank and number are not quantitative data</b>	1
Fairness	10
All units considered equally	7
Importance of program quality	4
What does society (regional and national) need NMU to address	2
Open to change	6
Not "doing more with less"	2
Data <u>informed</u> not necessarily data- <u>driven</u>	4
Trust the process	3
Academic and support on equal fields	8
Full transparency at all levels	5
Have a clear university identity in mind	9
Consider outside influences of program importance and necessity – how does NMU support the model, industries, and the U.P.	2
Consider how NMU identity might/should be updated	0
Well-rounded task force	9
Value added	0
Balance of qualitative/quantitative measures	5
Data-based decision-making	8
Change is ok	5
Change is required	2
Qualitative value ≠ sacred cow	0
Put the interests of the students first	1
Ask for clarification if needed	10
Push information out to the campus	1
Equity is important to everyone	2
The institution is a face-to-face physical entity first, an online presence second	2
Avoid the "always been this way" mentality	12
University mission	3
Remember what students need, not what they want	1

What benefits will The University realize from successfully carrying out the SRA process?	
<b>Informed decision making about resources</b>	12
<b>Chance for programs to learn about each other/possible partnering</b>	4
<b>A better understanding of what happens all over The University</b>	6
<b>Comprehensive understanding of <u>all</u> entities on campus and their impact on the overall mission</b>	13
<b>Budget decisions based on data not across the board cuts</b>	12
<b>Provide resources to programs that are thriving or have the potential to thrive</b>	10
Find our real mission	3
Programs that need more funding will get it	8
Changes made based on data	9
Any overlapping programs will be exposed	2
Opportunity for business process evaluation (meaningful)	2
Could replace other existing 'clunkier' processes on campus for this type of review	4
Identify our marketing points	0
Hopefully positive impact on students and enrollment (:	5
Stay focused on things that are important to the overall mission of the institution	4
Stronger commitment to what works	7
Possible morale boost to come areas traditionally overlooked	8
Strengths and weaknesses come into focus	5
Sustainability	4
Clearer identity for NMU	7
Realize just how transparent and responsive senior administration is	1
Programs more appropriately resourced	5
The growth of Northern	0
Identify underperforming programs to phase out	6
Better understanding across campus of relative contributions of different programs	7
Path to move forward on going	1
Cooperation and better relationships between programs	2
Vision for future growth	3

What pitfalls would arise from carrying out the SRA process?	
<b>Bad decisions from bad input</b>	9
<b>Recommendations could be made with no follow through</b>	10
<b>The hard decisions are not acted on</b>	9
<b>Turf wars</b>	4
<b>Good faculty and staff may leave or become disenfranchised</b>	
Loss of employees	1
Low morale	6
Reallocation without enough immediate follow-up	4

Highlight bad data	3
Honeymoon phase will end	3
Interdisciplinary programs could suffer	3
Fear of impacts to individuals/departments	5
Loss of enthusiasm/motivation for those who work in bottom 2 quintiles	9
Finger pointing. Cut them, not me	9
Lose credibility with Marquette country communities	0
Allowing biases to creep in	3
Good faculty and staff may choose to leave	8
Too much focus on a narrow range of academic opportunities	1
The campus questions/disagrees with the data and therefore distracts/disagrees with outcomes	2
Could thwart new ideas (short term)	1
Loss of faith in leadership if recommendations are not carried through	3
Upset alumni or community partners that value programs up for elimination	4
Disenfranchised employees	5
Nothing changes ):	1
People letting their emotions guide both their choices and interpretation	1
We lose students when they perceive that their program is being cut	11
People may feel their work is not important is lowly rated	4
Tension amongst faculty in different disciplines AKA turf wars	5
Could diminish focus on creasing student headcount	
Staff vs. Management fear	1
Cannibalism	0

What advice can you offer to the task forces that will carry out the SRA process?	
<b>Focus on good of entire University</b>	17
<b>Don't be an advocate for your own program</b>	7
<b>Set aside pre-conceived notions/opinions about what you are assessing</b>	12
<b>Leave egos at the door</b>	17
<b>Than about NMU's long-term health and development</b>	6
<b>Remember: This is about The University, not individuals or individual programs</b>	13
Declare metrics of why decisions are made	8
Focus on what is good for the students	9
Provide most accurate data possible	4
Be aware of the "tentacle" effects of decisions	0
Bring concerns to the group-not people outside of the task force	3
Suspend Bias (as much as possible)	2
Involve all appropriate stakeholders – so know who they are	2
Don't share info until it is ready to be shared in a coordinated fashion	5

Try to break free of the “This is how we always have done this” attitude	3
Stay on task and target of end goals, and time frame	1
Everyone has equal voice	12
Don’t undervalue small academic programs	7
Be fair and keep an open mind	11
Know goals at all times	4
Keep Northern’s core values in mind	1
Bring your B.S. detectors when reviewing templates	2
Keep work true to the structure	2
Be mindful of confidential data	2
Communicate	3
Always keep the overall good of the U. foremost	2
Spend the necessary time to do a good job – provide good input	4
Be objective and fair	5
Be clear about definitions	3
Ask for feedback or clarification	9
Communicate	2
Inclusiveness	0