

## Planning for Distinction Informational Sessions

**Wednesday, February 1, 2017 Afternoon Session**

**28 participated out of 60 attendees**

What guiding principles should shape The University's SRA Process?	
<b>NMU core values</b>	12
<b>Need to consider effects on external stakeholders</b>	3
<b>Goal is to improve the university</b>	10
<b>Put students first</b>	6
Affordability/Economics	1
Has to be fair	3
Let the facts speak for itself with data collection. Need to keep in mind both levels of mission university and CL	2
Education is about more than just academics	4
Support the local community and businesses – workforce and citizen development	4
Everything is equal	4
Don't be afraid to think BIG	4
Consider what skills and values we want our graduates to have	6
NMU mission statement	7
Why NMU is here-education of students	2
The idea of students outcomes – why do students attend college	1
Be transparent and <u>honest</u> with all constituents	11
Challenge the clichés that the university seems to accept	2
Integrity	2
System of continual improvement	0

What benefits will The University realize from successfully carrying out the SRA process?	
<b>Clear plan on how to move forward in the next four years (in the VUCA world? Is it 4 years too long?)</b>	13
<b>Increased enrollments and retention</b>	8
<b>Use data to decide decisions</b>	10
<b>Transparency and trust</b>	16
<b>Better focus on where to put resources</b>	6
Understanding what programs exist at NMU	3
Resource allocation spread evenly to benefit all faculty and staff	2
Sustained existence	2
Identify mission centered programs	1
Feeling commitment of senior leaders	6
Streamline and consolidate programs and services	5
Positive feeling going forward	1

Perhaps gaining an understanding that what we think and know is different from what the data tells us.	2
How integrated man programs are with one another/ that awarding dollars by major may not be in the university's best interest.	5
Realize the data you don't have	1
Understanding of the different programs	4
Clearer idea of what our core values really are	1

What pitfalls would arise from carrying out the SRA process?	
<b>Type 1 or 2 error – Drop programs you really shouldn't or keep programs you really shouldn't</b>	7
<b>Tack of appropriate follow through</b>	17
<b>Data not balanced fairly for all</b>	13
<b>Low Morale – animosity/hard feelings toward task force members</b>	11
Bad assumptions	3
Bias – value driven decision making	2
Cynicism	2
Departments not submitting information in timely manner	9
Departments not submitting information that is not flattering to department	0
Quality of teaching, research, other work declines as people work on this process	4
Adverse effects on region as result of some programs closing	2
Service courses may not be adequately evaluated in terms of benefit to other programs although essential to university	10
Task force burn out	3
Contact violations	3
Benefit of programs/strategies not well captured in data yet	3
Programs dropped – personal lost	4
Just forming a new layer of committee's over movement	3
University not carrying out results of process	7
Rumors	3
Time expected	6

What advice can you offer to the task forces that will carry out the SRA process?	
<b>Be Respectful</b>	9
<b>Forget your own silo</b>	9
<b>Dig into the data so that you actually understand it</b>	6
<b>Have an open-mind and try to learn and appreciate other areas</b>	8

Listen to comments of others	9
Keep in mind that universities produce students who not only know (academics) but also do (employees and entrepreneurs)	6
Don't be afraid to have differing opinions/view points	9
Take a collaborative approach (versus competitive or even compromising)	2
Understand that some programs cost more to implement by their very nature – be willing to adjust criteria to categorize these programs	7
What might be missing in the data?	1
Let the data speak for itself and the department who/that submitted it as not all departments will be represented on task force	1
Be fair in looking at data	5
Be willing to ask	4
Hard questions	7
Check your premises	3
In the end – decide (take action)	5
Stay focused on criteria – spirit letter of criteria	3
Add temp IR support for service departments not trained in program evaluation or data analyses	0
View “education” as mind, body and spirit	0