

## Planning for Distinction Informational Sessions

**Thursday, February 2, 2017 Morning Session**

**56 participated out of 80 attendees**

What guiding principles should shape The University's SRA Process?	
<b>Student experience/satisfaction</b>	11
<b>Transparency/core values</b>	10
<b>Mission</b>	4
<b>NMU as a whole (not just your kingdom)</b>	4
<b>Transparency throughout process</b>	21
<b>Student success</b>	9
<b>University <u>vision</u>, aka university mission, aka core values</b>	2
Fearless	2
NMU's unique student, faculty, and staff populations	3
NMU's future	3
Student output	0
Quality of education (outcomes)	5
Openness to change	2
Honesty	15
Realistic reflection and reporting	4
Student retention and enrollment level ↑	4
Equal amounts of upper management and staff to support our university	1
Kindness to those being affected	0
University mission	15
Community impact	7
More effective use of total university resources	9
What are we already doing well	8
Fairness	4
Honesty and respect	12
Being open minded	0
Student recruitment potential	3
NMU core values	0
Help NMU form/solidify identity	3
Needs of students (current and future)	11
How will this improve the University, the students, etc.	3

What benefits will The University realize from successfully carrying out the SRA process?	
<b>5 year plan – future insights</b>	4
<b>Increase awareness across the university of the great things we're doing</b>	15

<b>Increased awareness of improvements needed</b>	15
<b>Ownership of what's decided/implemented</b>	5
<b>Increased enrollment</b>	6
<b>Savings of \$</b>	9
<b>Realization of what is best/most efficient for university</b>	14
<b>Better sense of University identity/direction</b>	5
Fairness	8
Survival reputation	2
Enrollment increases	1
Tools for future success	7
Validation of successful programs	3
Deliver higher quality education to our students	0
Was the perception the reality?	0
Everyone/department gets voice	1
Transparency	7
Synergy developed	4
Understanding more fully all at the university	5
Hopefully increase cost effectiveness of overall operation	17
Learn about other programs	9
University identity and distinction	0
Felling we're all on the same page	1
Efficiency w/best student outcomes	4
Faculty/staff understanding of what all unites do	12
Happier staff/faculty because they were involved in process	4
Timely graduation	2
Solid reputation	2
Positive	0
Prospective student recruitment (attraction of students to NMU)	0
Less resentment (if process followed and recommendations are implemented)	2
I am not the center of the university	2
What programs we excel at	0
What benefits retention	1
Better resource sharing	2
Equilibrium instead of stress	3
Possibility of more equalization of upper management/support staff	2
Student satisfaction	0
Better morale!	4

<b>What pitfalls would arise from carrying out the SRA process?</b>	
<b>Committee members could be bias on their decision processes!</b>	13
<b>Challenges for departments losing their "committee members" for 4-5 hours/week</b>	3
<b>Ultimate "bail-out" when hard decisions needed</b>	4

<b>Fear of really doing what is necessary to help the university</b>	11
<b>Anger and disharmony in response to recommendations</b>	16
<b>Unique aspects of university could be lost</b>	13
<b>Discounting functions not easily quantifiable (publicity, information, communication, etc.) quality of student experience</b>	8
Retaliation	3
Fear or others damaging the process	3
Committee members will have to deal with bullies	2
Lose donors	3
Logistical difficulties implementing – contracts/regulations	2
Job loss	4
It's hard to recommend killing scared cows	3
No transparency	4
People feeling their job/program is not appreciated	6
Stifling of innovative ideas	0
No practical way to reallocate resource due to specialty	1
Elimination of programs that help bring success to other programs	3
Loss of student enrollment	2
Loss of excellent faculty	4
Loss of hard to measure unique programs	5
Time and energy spent fearing things that may or may not occur	4
Personal agendas dominates the sessions	6
Focusing on people or programs affected vs. positions	4
Less time for other important functions	2
External optics – alumni, donors, community, incoming students	1
Story depends on quantifiable data, do all departments have it?	0

<b>What advice can you offer to the task forces that will carry out the SRA process?</b>	
<b>Trust the process</b>	9
<b>Keep an open mind</b>	14
<b>Don't be afraid to ask questions</b>	12
<b>Listen before forming your opinion</b>	8
<b>Don't hesitate to ask questions of areas you may not understand as well</b>	13
<b>Don't be afraid to speak up if your opinion is different</b>	11
Be honest	12
Listen	4
Think critically about the needs of all areas of the university	10
Substitute curiosity for fear	0
Be collegial and kind	3
Think of the students not just faculty or staff	8
Leave preconceived notions at the door	2
Be objective – pretend you're at another university	8
Have a common goal	2

Be committed	1
<u>Participate</u>	3
Nothing is scared, <u>review everything</u>	8
Don't be reactive	3
Keep long-term purpose/goals of NMU in mind	5
Try new ideas or alternatives	4
Always be honest with your thoughts	2
Don't be selfish, really think of what would be best	4
Consider what would be best for students	9
Think openly and honestly about each and every decision that is being made!	3
Leave your bias at home	4
Learn what every department really does	4
Read Q & A carefully and be open-minded	10
Be neutral on the data	3
Get plenty of sleep and pray each day	3
Be courageous	6
Don't look at the one area, look at the overall	4