

September 12, 2019
Faculty Staff Forum

① Competitive ^{AND} Confident!
(brag about us!)
facilities - programs - athletics

Unified

Buy-in to mission, vision, goals
that are **THE SAME**
regardless of position, division,
area, level, etc.

Trust

Between divisions, levels of mgmt,
community, etc.

Recognized

Internal \approx external understanding
of how fabulous we are!

①

Open/Accepting
of all identities

Students are ALWAYS
the priority & the reason
we exist & are here!

Transparent
w/ good (& not as good)

①

Phrase

Student success is our sole purpose.

Words

Commitment

Compassion

passion

inspiring

~~innovated~~

innovated

Trailblazers

Collaborative

Affordable-

Personalized - anywhere, any way anyone

Diverse - A place for people looking for a diverse community focused on student success

Thriving
Active

Opportunity

Leader in educating students for careers (career-ready)

Leader in innovation

Community - centric (college town partnership)

Small town feel for big time education

① 3-5 PHRASE

FACULTY, STAFF, AND STUDENTS WORKING
TOGETHER TO DEVELOP LEADERS FOR COLORADO
& BEYOND.

THE LEADING HSI IN THE ROCKY MOUNTAIN
WEST.

Institution of choice for 1st GEN
STUDENTS

Welcoming, supportive and inclusive community
with intentional resources, support & Dialogue.

Known for faculty, staff, & students engagin research
together for the social good & student learning/growth.

✱ TELL FOLKS WHO WE ARE
MARKETING

1. achievement

• innovative

• out of the deficit

• Setting up young & old
minds to succeed

• HS /

Hispanic
Serving
Institution

(in workplace
& Classroom)

Academic Excellence

Question 1

Academic Excellence

Flagship in Teacher Education / Pedagogy

Meet students where they're at

Educational Advocate

Supporting the Whole Student with
Individualized Education

Educational Innovators

Community Engagement

Circle of Education

Action Research for all students

QUESTION # 1

- RESPECTED INSTITUTION
- MAPPING FINANCIAL SUCCESS
 - BASE FUNDING
 - EXTERNAL FUNDING
- EVIDENCE / ACCOUNTABILITY
BASED PLANNING

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① * Inclusive & Supportive
Learning Environment
* Access to Higher Education
* Maintaining our Commitment
to Providing Students
with the Benefits of
a Lib. Arts Education
* Meeting Students
where They Are

- RESPECTED INSTITUTION

#1

- Integrated w/ Greeley
community

- KNOW who we are
· HSI

- Healthy / Well

(students, faculty, staff)

· Financially

· Physically

· Equity & Climate

· Identity

- Connecting & collaborative

· connecting undergraduate &
graduate experience

#2

- sense of belonging
- Coordinated network of support
 - more efficient
- Have enough resources
 - scholarships
- staying current w/ student trends
- communication that is appropriate for the students receiving it
 - ex. text messages) ex. student has a question - they text a line to get a response
 - technology - adapting to their needs
- career readiness
 - know their path
- feel safe & well in community

Innovations in curriculum & alignment (w/ LACE major pathway approach) (2)
Academic & career advising

Experiential learning tied to career goals

Meaningful on-campus employment

Maintain relationships w/ potential employers

Create sense of belonging

Invest in & promote awareness of learning assistance programs

Become a student-ready institution instead of focusing on finding college-ready students

Consistent & high quality instruction

a text to a nsc

(2)

Financial

②

- Financial

- competitive for students
- retention of faculty / Staff

- Infrastructure / Environment / Sustainable upkeep

- 5 commitments to success

- Academic Awareness + progress
- Building Trust
- Risk indicator (early alert)
- Mentoring / coaching around student engagement
- Community Building

- Passport to success

② 3-5 THINGS FOR SUCCESS

1. INTEGRATED SUPPORT - Academic Affairs + Student Affairs TOGETHER - CHE/ATHLETICS AS MODELS →
2. Equity in Student Experience - Facilities, STAFFING LEVELS, Supports → Bring all programs UP↑ (RESEARCH + Grant support)
3. Connect Curriculum + Degree Programs with Student and Industry needs → skills, experience, communication.
4. Career READINESS/Literacy → Do our ed programs an out of class experiences support economic mobility
5. Student Experience - Create meaningful experiences and connections to campus + leadership/social/academic opportunities.

* USE DATA TO PREPARE FOR FUTURE - WE ARE "IN THE PAST"

- COM, TECH, APPS, Programs ... etc.

2.

• better & more consistent

• expand on ^{advising} & streamline Financial Aid

• Collaboration
(departmental)

• listening to student
feedback
& acting on it.

• faculty making more ^{quality} time
for student success.

• setup for Post graduation

• increase counseling services

• workshops
• staff

success

(2)

See # 1 ☺

- we talked about unification of all #1 options translates to a campus FOR students!
- Honesty with ourselves, each other, about our situation, with the community (internal/external), with students
- Prioritize academic success over ALL other experiences
 - everything else is supportive to the academic mission
- Nurture students thru unification
 - egos aside, make hard decisions, keep whole student at forefront

ion

Question 2

Course Pathway Management

Major / Career Course Offerings through
Dual Enrollment

High Quality Instruction (Ensuring Faculty
Support / training in effective instruction)

Innovative / Effective content delivery / instructional
strategy

Broad Academic Foundation, coupled
with Focused training in a discipline

Writing and Critical Thinking skills across
all disciplines

- ②
- * Maintaining High Standards in the Classroom
 - * Attracting & Retaining High Quality ~~Faculty~~ Faculty
 - * Promoting Close Student-Faculty Relationships
 - * Career Planning Support
 - * Enhance Connections with Alumni
 - * More Exposure to Research Activity
 - * Improve Instructional Design Support
 - * Faculty Development

QUESTION # 2

* Faculty Development

QUESTION # 2

- Support Faculty Initiatives That Promote Innovation / Engagement / Impact for Student Success
- Customize Programs for new ~~gen~~ generation of students
- Agility for ~~to~~ response to change

NG, SOS, ETC.

4 1 OF CLASS

(3)

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students

— Position ourselves to take advantage of "nontraditional" students.

- online
- night/weekend > FULL programs
- career-shift options
 - ↳ programs/classes/support
- technology learning/support

— Apprenticeship Model

- EVERY program graduate works in the field for ~2 years BEFORE graduation (ex) corporate partnerships
- Move w/ ever-changing work force
- Get students experience before grad. so they know work force AND for job placement

is to be supported

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or
aff

titiv salaries

③ SURVIVING EMERGING TRENDS

1. MUST ADDRESS BUDGET + BECOME FISCALLY SUSTAINABLE → MUST HAVE SOLID FOUNDATION TO PLAN + BUILD →

2. EXPLORE PUB/PRIV (CORPORATE) PARTNERSHIPS/FUNDING THAT SUPPORT ACCESS, RESPECT ACADEMIC FREEDOM + DEVELOP FUTURE LEADERS. (socially Responsible Partnerships)

2a. THIS CAN CREATE CAREER PATHWAYS + INTERN/EXTERN OPPORTUNITIES + EMPLOYMENT AFTER GRAD - ECONOMIC MOBILITY

3. STEAL/BORROW/ADOPT ACADEMIC PATHWAYS MODEL TO EXPLORE MAJORS WHILE MOVING THROUGH REQUIREMENTS TO GRADUATION → Interest BASED, ETC.

4. CAPTURE + BECOME CHOICE FOR DWINDLING POPS.

a. HSI

b. FIRST GEN

c. TRANSFER + RETURNING

f 5. FINANCIAL LITERACY AROUND DEBT + EARNING POT.

6. FULLY FUND + STAFF COUNSELING, SOS, ETC.

200+ REPORTS SINCE DAY 1 OF CLASS PLEASE!

③

more adaptable/able - Position ours

3

Be more adaptable/agile

- world changes around us
we're watching/waiting/moving too slow
- Not moving together on campus
- personnel management w/in staff
 - shifting jobs/responsibility quickly to work toward ideas (no shortage of amazing ideas but we're not working outside of boxes well enough to go beyond status quo)

More concerned w/ job responsibility
3. Status quo than students
and movement!

#3

- Professional Development for faculty & staff regarding mental health and conflict resolution

- Counselors themselves need ~~adequate~~ adequate support
- prof. dev. needs to be supported or required
- Counselors reflective of students identities
 - et. staff of color
- need enough staff
- staff need competitive salaries

- Lobby for more state funding
· more grant funding

- Utilize technology that students are engaged with

- Strategic partnerships w/ Aims & Greeley Community

- consider apprenticeships (not offered at Aims)
- Dual programs & majors
- other options that fit for students not seeking a 4 year degree

3

advant emergin

- * Flexible scheduling
- * Better understand of how scheduling works
- * Address bureaucratic barriers to facilitating instruction
- * Clear & streamlined practices for:
 - Supporting faculty instruction
 - Supporting faculty research
- * Transparency in practices & protocol ^{+ student}
- * Address faculty needs for research equipment, tools, spaces, capital
- * Meeting ^{high school} students in spaces outside of campus classrooms
- * Enhance rural recruiting
- *

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Models'

College Market; Degree Alignment w/ comm. college
Relevant Degree Path

Question #3

Increased focus on non-traditional / community college market; Degree Alignment w/ comm. college

Relevant Degree Portfolio

Workforce majors / credentials

Dual Enrollment Connections

App Enhanced Courses / Open Education Resources (OER)

Connection w/ High Schools around curriculum & connection to better prepare for postsecondary

Early Intervention Screening around mental health

- grants for free tablets / tech
- helpful ^{& safe} apps for success
- budget / MINT
- more Student interaction

QUESTION # 3

- Building upon Core Strengths

① - ALUMNI AS "Role Models"

② - ADVISING

③ - IDENTIFY AS "COLORADO"

④ - COOPERATION /
COLLABORATION /
CONSIDERATION

Schools

- marketing / advertising
 - use them to their full potential
 - ↳ we've hardly heard / seen UNC commercials
- letting students know that it's okay to ask for help & seek counseling if needed
- FINAID - specific staff to get free/reduced ~~\$\$~~ - inform students how to apply
- tech training
 - how to NOT fall for ~~SPAM~~ Phishing
 - remembering password
 - what software is avail (training on it)
 - grants for free tablets / tech
 - helpful ^{& safe} apps for success
 - budget / MINT
- more Student interaction

QUESTION # 3

lean CORE Strengths

③ • Collaboration with colleges, community, High Schools

- More awareness of partnership opportunities
- Develop a campus process for systematically addressing partnerships
- Provide a better financial model for basic student needs.
- Evaluate more grant opportunities
- Tapping into alum financial contributions

Financial literacy for students ③
Adapt

Leverage historical strengths (1st gen, teaching) to bring in external funding (sponsored programs & donor giving)

Strengthen and market continuing ed for profess.

- Evaluate more grant opportunities
- Tapping into alum financial contributions

Financial literacy for students (3)
Adapt

Leverage historical strengths
(1st gen, teaching) to bring in
external funding (sponsored programs
& donor giving)

Strengthen and market continuing
ed for professions that require it

Degree completion - evaluate barriers

More intentional in creating pipelines
from HS - community college, UG &
Graduate education

Look at alternate credentialing options
(grow certificates) - stackable, including
more online options

Basic training for all advisors on
identify referral mental health issues for

Understand contributing sources of
mental health issues & adjust what
we do when we can to alleviate (policies
& practices)

4

1. GET ON THE SAME PAGE!

- leadership accountability that trickles through organization
- layers need permeated

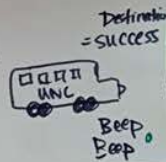
↳ Pres → Cabinet → AVPs → Directors →
Deans

↳ All areas can't have their own "rules"
- Relational vs. Operational leadership
- has to be a balance

- Say what needs to be said

- If you're not "on" Andy & Mark's
bus, get off.

- Good to Great



④ * Sell our close
faculty-student relationships
and opportunities for
students in research
& creative works
(Our brand)

* Retain high-quality faculty
& staff ^{who} support them
consistently

* Fix problems with
faculty workload
- Uncompensated work
- Lack of clarity on
what workloads actually
are

QUESTION #4

- CREATE CAMPUS-WIDE RESEARCH GOAL
- Focus on RETENTION of FACULTY & STUDENT SUCCESS THROUGH SUPPORT
- Robust OSR Profile on CAMPUS
- PEER PROGRAM ANALYSIS FOR BEST PRACTICES

2. Expedite organizational change work

- Evaluate w.o. day holds critically, especially for those tied to SESS work / institutional priorities
- Help w/ burnout for those managing workload of multiple jobs

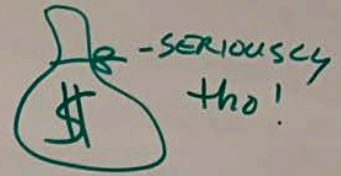
3. Listen

- Can everyone be here?
- Are they at their desks trying to continue work loads

Question #4

1. Strong Support / Awareness of Research and ~~to~~ Scholarship
2. Research (to practice) awareness across all disciplines for all students
3. Creating a fun learning environment utilizing scaffolding / mapping teaching techniques

4. Integrated Support + Intentional Structures - LESS DUPLICATION, LESS OVERLAP - MORE CONSISTENT EXPERIENCES FOR STUDENTS, FACULTY AND STAFF!



(STOP SEGREGATING FAC + STAFF - SEE ROOM TODAY?)

ADDRESS ACCOUNTABILITY ISSUES AT INDIVIDUAL/UNIT LEVEL - NOT POLICY THAT CREATES WORK/IMPACT FOR ALL

2. INTENTIONAL/STRUCTURED PRO DEV THAT FOCUSES ON CREATING INCLUSIVE SPACES (OFFICES, COMMONS, CLASSROOMS, CLUBS, ETC.) INVEST IN STAFF TIME + TECH TO GET THIS TO FOLKS.

3. EMBRACE TOUGH CONVERSATIONS + CONTROVERSY - COME TOGETHER IN DIALOGUE OVER DISAGREEMENT - HOW DO WE PREPARE STUDENTS, FAC, + STAFF TO ENGAGE AND EMBRACE THIS

- ★ ACADEMIC FREEDOM
- ★ 1st AMMENDMENT

BALANCE EQUITY + INCLUSION W/DIVERSITY OF THOUGHT

+ OPINION.

LEARNING COMMUNITY -

STUDENTS, FAC, STAFF TO/FROM EACH OTHER

1. Strong Support / Awareness of

Climate (for students AND faculty & staff)

- compensation - finding ways to retain the amazing faculty & staff at UNC → does not have to be monetary (but that would be okay too!)
B is needs for cost of living
- less inefficiency

Defined Identity

- academically, socially, athletics
- identity what we do well
 - 1st gen students
 - HSI
 - #3ins* w/ built in experience ("3 degrees in 8 years")
- utilize opportunities through on-campus employment

student employment department

- ▷ - training for supervisors
- looking at other places to hire students (hourly & work-study)

Training for ALL faculty & staff on equity, inclusion, diversity

- mandated for ALL - replaced ~~was~~ service expectation for faculty

- if become HSI - need training on supporting those students pop.

n future

4

Invest in employee development
to equip w/ necessary tools for
teaching & student support

Reduce bureaucracy to free up
time for employees to do their jobs
& empower people to do their jobs

Hold people accountable for performance
& reward good performance

Evaluate academic portfolio &
align to demand & quality

Tie desire to be HSI to all
institutional planning (what
needs to change to get there &
support students - why do we want this?)
Make it meaningful.

Strengthen partnerships w/ D6 & other
districts (pipeline)

Make data accessible & use
for planning & evaluation

climate (for
facu

(counseling center, professional develop

4

• employee incentives for retention to improve morale

• employee collaboration between departments

• knowledge transfer ↗

so each dept knows who helps best for students so they're not getting transferred around a lot

• continue with transparency

• inform ^{students} of opportunities for resources

• recruiters knowledge for scholarships

• maintain constant communication for where students are in their enrollment process

• mandatory hospitality training for staff
to be able to have "people" skills to approach people that might need help

Linked In Learning

• diversify faculty/staff/students

• update policy especially for transgender
- we don't have updated policies for a lot of this

impact of

- New Financial Model - campus
- Provide the best Customer Service
- Evaluate the appropriate staff levels in all areas of campus.

(counseling center, professional development)

employee incentives for retention to improve morale
collaboration between

QUESTION #5

- PROGRAM DELIVERY
IN DENVER & STATE
 - INTERDISCIPLINARY
COLLABORATION
 - PARTNERING WITH
PEER INSTITUTIONS
-

- ⑤
- Maintain Faculty/Student Small class ratio.
 - Provide high level support to transfer Students. (Don't treat them like Freshmen)
 - Keep up / advanced with technology infrastructure.
 - Evaluate all major disciplines programs to align with the future (2030).

5. • collaboration with Community College
ATMS2UNC!!!
- offer more bachelors / masters programs
 - more online / especially ^{classes / programs} for non-traditional students
 - offer ^{more} certifications &
 - more programs like MCB acctg dept where students can get bachelors & masters together
 - professional development
Linked In Learning
 - Career pathways for students

Faculty
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positive things we do.

Question #5

Make education relevant and practical

Prepare Educators Well

Regain reputation as "Flagship" institution for
^{strengthen} Teacher Prep

Know every student well; meet students where
they're at

Interim term - offer free course!
4 terms; adds up to 12-15 hrs -
Moves student to degree completion

Fairness in testing, assessments, experiences, etc.

Greater awareness/training in inclusivity, diversity, etc.
Be A BEAR!

5
High Impact Teaching Practice
(UNC outperforms competitors)
(but we don't emphasize this)

Emphasize personal attention

Graduating more FG, URM, & LI^{low income}
students & helping them
transition to post-bac life
(bigger picture beyond graduation)

Tie learning to real world experience

Encourage & provide meaningful
co-curricular learning experiences &
transferable skills.

Support working students

Make every single student feel we
want them to be here and to do
well

Publicize the many positive things we do.

WHAT SHOULD WE DO WELL?

RELATIONSHIP DRIVEN - COMMUNITY + INCLUSIVITY
ONGOING, PERSONAL

CULTIVATE RELATIONSHIPS W K-12 FOLKS (MANY OF WHO ARE ADULTS)
TO BUILD OPPS + PIPELINE. (EARLY RELATIONSHIPS)

- SAME FOR:

- CAMPS + EVENTS

- TRIO + OTHER PROGRAMS

3. OPPORTUNITIES + ACCESS FOR STUDENTS TO
ENGAGE IN RESEARCH + SCHOLARSHIP WITH
FACULTY!

- SEE ALSO

- PERSONAL RELATIONSHIPS W/FACULTY

4. LINKED COURSES + OTHER AREAS WHERE
STUDENTS/FAC/STAFF ARE CONNECTED AND
COMMUNICATING ABOUT STUDENT SUCCESS
(CHE)

WE CARE

COULD WE FOCUS ON SOFT SKILLS.

we are
UNC!

WE CARE

COULD WE FOCUS ON SOFT SKILLS.

greatness!
recenter!

⑤

- * Promoting collaboration in research, including interdisciplinary
- * Encourage broad, integrated research & teaching rather than narrow specialization
- * Supporting the diversity of our students and faculty
- * Really relating to our diverse student body
- * Promote UNC's strengths using plain language

is, we faculty
all staff &
training
on working w/
all students
equity &
inclusion
training
for all
utilize the
summer

Focus that

And then grow BEYOND
"underdog" reputation
↳ Goes back to owning who
and being PROUD of

- Be bold about our great
embrace our unique character!

#5

Being the school for:
(we are already great at this)
- 1st generation students!
- teaching!
- nursing!
- PVA!
- Business!
- Sports Exercise

HSI

- Win our city; be the go-to
school for our HS students
- Everyone graduates
- equity gaps

to do this, we faculty
need all staff &
training
on working w/
all students
equity &
inclusion
training
for all
utilize the
summer

Be better at telling
OUR story!

5

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Focus on relationships/community
that we are good at - brag!

5

- Embrace Greeley/^{NOCO} Community
& what they do to support us

- leverage alum/career success work
we are good at & doing well

Mix size, innovation & history
as Teachers College to be
THE classroom to look to

↳ Classroom to the workforce &
Community (teach, spread love of arts)

Capitalize on being the "underdog"

↳ great character

↳ student population is unique

↳ And then grow **BEYOND** the
"underdog" reputation

↳ Goes back to owning who we are
and being PROUD of UNC!

- Be bold about our greatness!
& embrace our unique character!