

September 16, 2019
Faculty Staff Forum

1

Words or phrases
to define UNC in

2030

#1: ≡ Deep-Rooted
- stay true to who/where
we are

- Intentional

#1: ≡ Deep-Rooted
- stay true to who/where
we are

≡ Intentional

≡ Inclusive

≡ Career-Ready

≡ Achieving Goals

≡ Community leadership /
Developing Community leaders
- Presence in community, locally
+ globally

1. WELCOMING
SAFE

≡ Achieving Goals

≡ Community leadership /
Developing Community leaders
- Presence in community, locally
+ globally

1. WELCOMING
SAFE
INCLUSIVE
COMMUNITY-ENGAGED
INNOVATIVE PEDAGOGY
PERSONAL RELATIONSHIPS
BETWEEN STUDENTS, FACULTY,
& STAFF

Accessible and ...

Inclusive of All students,
Faculty + Staff

1)

- Committed to Student Success
- Committed to faculty excellence
- Supportive of diversity and inclusion (HSI!)
- Restoration of Carnegie status
- Preparing life long learners

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#1

Excellence in Customer
Service

Innovation
Transparent

Teacher-Scholar
Model

Excellence in Instruction

Expansive Student Support Services

Faculty Committed to Student
Success

Accessible and Affordable

Inclusive of All Students,
Faculty + Staff

/

continuum of high quality
programs - undergraduate
through graduate

unique, engaging, student-
centered programs

leads to purposeful career development
quick-to-adapt
appealing
flexible, dynamic, nimble

1.

Focused (on what we do well)

Inspire a desire to learn

Innovative

Holistic Approach

meaningful
↙

Collaboration (Community
Employers
Alumni
Peers
Faculty)

#1

- effective
- ground-breaking faculty research
- innovative
- driving elevation of professions
 - includes: teacher education / educators
 - business
 - nursing
 - theatre / music
- focused
- evolving
- current / cutting edge

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Effective Teaching

Adaptive
Service

Preparing Students to
Impact their world

A Place to Be / Belong / Grow
(not just commuter)

Home Away from Home

Nimble

* Changing Lives

Student-focused

* Recognized / Top Choice

- ① * diversity and inclusion
- * community that everyone feels a part of
 - don't lose the community already in-place
 - communicate our values
 - * student-focused
 - we offer exceptional student experience
 - colorado
 - * teacher-scholars
 - students can find their voice and identity

①
* Experiential / Engaged
Learning

Welcoming

* Community

Job Placement

High graduation rate

Hispanic Serving Institution

Improving Socio-Economic
Mobility

Well-known in region

Branding

Not just a teacher's college

Top Choice

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B
\$5

~~to~~ to students, state & for
of color

3 to 5 words

Direct & high quality
access to fac.

Quality instr.

find solutions to climate change

①

* Experiential / Engage
Learning
Welcoming
*

① Direct Access to fac & scholarship opportunities.

We know our students by name

Underrepresented students have
opportunity to feel they "belong"

HSI - with diverse faculty

~~Remove~~ structural barriers
to students, status & for
of color

3 to 5 words

Direct & high quality
access to fac.

Quality instr.

#1

- DIVERSE
 - STUDENT POPULATION & FAC/STAFF
- RIGHT SIZE & FINANCIALLY STABLE
 - STUDENTS & PROGRAMS
- UNIQUE
 - CLASS SIZE
 - SCHOLARLY RESEARCH
- AFFORDABLE TO STUDENTS
- STUDENT FOCUSED PROGRAMS
 - FOCUSING ON CAREER SUCCESS

~~SCHOLAR TEACHER~~

1) ~~FLEXIBLE~~
~~LOCALLY AND GLOBALLY ENGAGED~~
~~INNOVATIVE~~

~~AFFORDABLE~~
~~COMPETITIVE~~
~~EXCELLENCE~~
~~QUALITY~~

RELATIONSHIPS
RIGHT-SIZED
DYNAMIC

~~MINIMIZED OVERHEAD~~

FEWER ADMINISTRATORS
CREATIVE
ADAPTIVE
INCLUSIVE
RELEVANT
WELCOMING

1

- Conditions that foster an environment for quality teaching and learning
- Diverse Faculty + staff that reflect our student population
- Welcoming + supportive environment for ALL members of the UNC community
- Increased support for research + creative works

1. Student-Identified Learning Goals, Outcomes, + Success ^{Q1}
2. Proactive
3. Community Pride

2

How to ensure
future students'
success

2) CONNECTION

QUALITY MENTORING/
ADVISING

FACULTY SUPPORT/STABILITY
STAFF

SCHEDULING

#2

- REMAIN FINANCIALLY SOLVENT
- ROBUST FINANCIAL LITERACY
- ~~DEVELOP~~ PROGRAM
- INCREASE READINESS (COLLEGE)
THROUGH PARTNERSHIP WITH
HIGH SCHOOLS & COMMUNITY COLLEGES
- EXPAND PROGRAMS THAT
HELP TRANSFER STUDENT TRANSITION.
- ex AIMS 2 UNC
- SUPPORT STUDENTS BY SUPPORTING
& TRAINING STAFF

2) CONNECTION
 QUALITY MENTORING/
 ADVISING
 FACULTY SUPPORT/STABILITY
 & STAFF
 SCHEDULING
 REMOVE 65/35 RULE
 ACCESSIBLE DELIVERY FORMAT
 DIVERSIFYING FACULTY & STAFF
 CLASS SIZES THAT ALLOW FOR
 FOSTERING RELATIONSHIPS
 RETENTION ~~AND~~ STUDENT SUCCESS
 EARLY INTERVENTION
 FOCUS ON-ACADEMIC WRITING
 & SUPPORT FOR/
 TRANSITION TO PROFESSIONAL
 WORLD
 MENTORING, INTERNSHIPS, FACULTY
 SUPPORT
 PREPARATION FOR ADULT AGENCY

#2

- ≡ Occupational preparedness
 - Real-world based experiences
- ≡ Diverse - Rethink Diversity
 - inclusive to all life experiences
- ≡ Not just another #
- ≡ Relationships / Connectedness
- ≡ Affordable

- ② - listen
 - adapt
 - engaging
 - need
 - maintain
 - assist
 - appropriate
 - being welcome
 - first in
 - access to
 - simplifying

#2

diversify faculty &
leadership

develop faculty for engaging
instruction & meaningful
relationships

provide support for students
at different academic levels
- invest in academic supports
value faculty & staff

incentivize impactful, engaging
instruction

- ② - listen to students
- adaptive, engaged teaching methods
 - engaging students outside the classroom
 - need to work with the city of Greeley
 - maintain affordability
 - assist students with finding ~~relationships~~ appropriate resources to their questions
 - being welcoming to everyone
 - first impressions matter
 - access to ~~available~~ affordable course materials
 - simplifying administrative processes

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- Operat
work

~~#2~~

Providing Support for the whole Student (increased mental health support)
Not just academic.

- Close all achievement gaps esp. those based on race and ethnicity. Build resiliency in our students.

- Mandatory onboarding of Faculty + Staff + Administration including Title IX + All the Zones

- Make sure those who work directly w/ students have a seat at the table.

- prepare students for the emerging economy w/ comm skills & critical thinking & creativity

- Address financial barriers UNC needs \$!

2 continued

- Listen to Student input
- Remove inefficient systems + contrived barriers
- build better relationships with current students to build devoted alumni
- Operating System for UNC that works in limited resource systems (Funding from the state)

1. Real-World Survival

- interpersonal
- critical thinking
- financial literacy

2. Unified Network of Support

3. Holistic Mentorship

4. Cohesive Internal Communication

Q2

2.

- Require participation in study abroad, community service/engagement, leadership development, or advocacy projects
- Faculty participate in the vision/decision-making for the future of Extended Campus, including educational philosophies that mirror campus vision
- increase ~~stipend~~ and be strategic with financial aid packages for graduate and undergraduate students
- diversify the faculty w/ traditionally underrepresented populations in the US
- Adjuncts should not be a replacement for full-time faculty

2.

Access to affordable &
consistent course materials
— Books on Day 1

Faculty Retainment

Improved ^{Faculty} Advising
Continuing Faculty & Staff Ed.

Functional communication
w/ students

2

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* Add
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Time

* Finan

Req'd ^{*} Inten
(not 4 credit) Requir

* Adopt,
More
More

- Build networks with
community partners to
enhance placements + possible
funding for students.

- Support teacher-scholar
model (recognize cycle of faculty
scholarship to student excellence.)

- Smaller class sizes +
advising loads.

- Continuum of supports for
all students

- Maintain reputation for
excellence.

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Help dec
student
- No
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2

* Mental health support

* Address financial barriers

Improve website + CMS

Time management / "adulting"



* Financial education / life skills

Req'd → Internships / field experience / engaged
(not 4 credits)

Require SAI & UNIV 101 for all (try)
(or at least at-risk students)

* Adopt / adapt to technology students use w/ CRM

More student support services
+ awareness of existing ones

More faculty dev't + support - so we're
at least on par w/ peers.

#2

- Career readiness
- Community connection
- Cost effectiveness
- pro-active program re-
relevant
- differentiated student
- providing mentor/coach
• first year student s

Prepare students for jobs

Improve / renovate facilities
(McKee)

Increase persistence

Increase graduation rates

Help decrease debt load of
students

- More dual enrollment
- Make it VERY easy to transfer
- 3yr "fast-track" to save \$

More ac
supp
- Prof

Welcoming
Faculty

- inc
- suc
for
teach

Easy to

#2

- Career readiness
- Community connections / professional collaboration
- Cost effectiveness
- pro-active program review to ensure we stay relevant
- differentiated student support
- Providing mentor/coach for first year students
 - first year student success services

- PROVIDE EDUCATION
- PROVIDE P
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- FACULTY RE HIGH IMPA
- FACULTY REFLECT ST
- IDENTIFY MECHANISMS HIGH-ACHIEVING (INTERNAL & E
- USE CAN SURVEY

2 jobs
facilities

rates

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transfer
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More accessible academic support

- Professional tutors

Welcoming & inclusive environment

Faculty training

- inclusive & engaging syllabi
- successful teaching / pedagogy for fore - in particular teaching latinx students

Easy to navigate UNK website

ional collaboration

sure we stay

ear students
es

2. • PROVIDE A RELEVANT EDUCATION
- PROVIDE PERSONAL CONNECTIONS
 - FACULTY DEVELOPMENT RE HIGH-IMPACT PRACTICES
 - FACULTY DIVERSITY TO REFLECT STUDENT DIVERSITY
 - IDENTIFY FUNDING MECHANISMS TO SUPPORT HIGH-ACHIEVING STUDENTS (INTERNAL & EXTERNAL)
 - USE CAMPUS CLIMATE SURVEY DATA

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nal tutors

inclusive environment

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ve & engaging syllabi
ful teaching / pedagogy

We should have mental health services during summer session (perhaps an MOU w/a counseling agency...

Increase persistence & grad rate

~~Expand~~
Update technology strategically

Open educ resources

↳ fund this development for fields that do not have open sources

Create micro-grants for students
What student supports can we create?

Q3

1. Non-Traditional Students & Course Scheduling
 - Offer more online degrees
2. Right-size student, faculty, & staff numbers with budget
3. Streamline programs and align with budget
4. Simplify Streamline Bear Central functions plus graduate-level
5. Bolster Dual Enrollment & Recruit/Convert

- Expand the groups that we market to:

- Veterans
- degree completion programs
- 4+1 degrees
- business/industry

- Explore online/distance options for some programs

- Better marketing

- Expand int'l outreach

#3

- GROW EXTENDED CAMPUS PROGRAMS
IN PROFESSIONAL DEVELOPMENT
 - ADULT LEARNING
- SHARED STUDENT COACHING MODEL
 - HOLISTIC, COORDINATED APPROACH
 - BOOK "SWITCH" BRIGHT SPOTS
- EXPAND DATA / DASH BOARDS
 - PROVIDE TRAINING ON HOW TO USE
- DEVELOP FULLY ONLINE UG
DEGREE PROGRAMS
- EXPAND TRANSFER RECRUITMENT

③

- offer more micro-credentials
- work with businesses for funding, students,
 - partnering with community colleges and trade schools
- partnering with school-districts and high-school counselors
- build partnerships with other universities
- payout for the student investment
 - prioritize spending

3.

Extending Extended Campus

Focus on non-traditional
students

Video Counseling

Z cost courses

Taped Lectures

3

→ Strategic recruitment w
innovative community engagements
increased UNC presence in Denver

→ Strategic events with community
and institutional partners with
prospective students, current students, and
alumni.

→ Expand publicity of UNC success
stories internally and externally

→ Provide transportation for students
to Denver

→ Provide debt forgiveness
opportunities

→ Increase completion rates

3] Greater flexibility in Course Scheduling
+ delivery method.

- Be proactive in identifying emerging industries we could create programs + instructional methods (online) to address. + night/weekend
- Invest + ensure success in programs like AIMS ZUNC - Creative Programs like this.
- Strong messaging on value of a liberal-Arts degree.
- Collaborate w/ K-12 Schools to prepare learner mindset ^{Future centers} (not admissions!) early

• INCREASE FOCUS ON
DISTANCE-BASED LEARNING

• BUILD A CULTURE OF
COLLABORATIONS & PARTNERSHIPS
(INTERNAL & EXTERNAL) AT THE
INSTITUTIONAL LEVEL. [BUSINESSES,
COMMUNITY ORGS, SCHOOL DISTRICTS]

• MORE FOCUS ON "MIDDLE
COLLEGE" (CONCURRENT ENROLLMENT)
AND 4+1 MODELS TO
CREATE A PIPELINE.

recruitment with

5

emerging trends

3)

- Offer more 'mini-degrees' (certificates/badges, etc.)
- Increase flexible/online offerings ; Competency-based education (credits-for-work experience)
- Increase/highlight support for mental health
- Convey ROI for degree
- Limited debt forgiveness if return in certain amount of time ; (commit to returning)
- Adopt/adapt to changing technologies (Follow where the students are at)
- Respond to changing workforce needs
- Expand Center for Career Readiness

#3

- partner with other institutions to drive the cost of technology down
- reduce financial aid barriers
 - full education on available aid (scholarships, grants, etc.)
- diversify to include non-degreed professional training
- offer LAC's online
 - allows fully online undergraduate degrees
- collaborate with public schools to address mental health earlier

→ Strategic rec innovative community in creased UNC pre

→ Strategic ever and institutional par prospective students, alumni.

→ Expand public stories internally and

→ Provide transpo to Denver

→ Provide debt f

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3) • REINTRODUCE QUALITY VO-TECH
(ADVISE STUDENTS TO THOSE PROGRAMS - AIMS?)
 RESOURCES PRIMARILY DIRECTED
 TOWARD STUDENT NEEDS
^{LOBBY TO}
 ELIMINATE TABOR!
 TARGETED RECRUITMENT
 EXAMINE OUR ~~IDEAS~~ INEQUITY TOWARD
 PRIVILEGE
 "PREVENTION" STRATEGIES
 INSTEAD OF "RESPONDING"
 STOP CHARGING OUR STUDENTS
 FOR OUR DATABASE NEEDS
 KEEP FACULTY & STAFF TRAINED
 ONLY TO ADDRESS NEEDS
 STRATEGIC USE OF TECHNOLOGY
 IDENTIFY VALUABLE TECHNOLOGY
 EXPANDING ON CAMPUS WORK OPPORTUNITIES
 & OUTSIDE WORK STUDY
 BETTER MARKETING OF WUE & WICHE
 FIND MORE DONORS!

3)

- Offer
- Increased Comp (cr)
- Increased
- Conversion
- Limited am
- Adap (fol
- Resp
- Expense

#3

- partner with other institutions technology down
- reduce financial aid barrier full education on available aid
- diversify to include non-degreed

#3 - focus on transferable skills

- have students leave with post-degree plans
- sell applicability of majors
- Contemporarize delivery of instruction
 - innovative delivery
 - more hybrid
 - optimal balance f-to-face / online
- add corporate partnerships
- safe learning environment - take risks
✓ we have supports

3) • REINTRODUCE (ADVISE STUDENTS TO THE PROGRAM)

RESOURCES PRIMARILY TOWARD STUDENT

LOBBY TO ELIMINATE

TARGETED REFORMS
EXAMINE OUR INEQUITIES

"PREVENTION" STRATEGY
INSTEAD OF "REACT"

STOP CHARGING OUR STUDENTS
FOR OUR DATA

KEEP FACULTY & STAFF
ONLY TO ADDRESS NEEDS

STRATEGIC USE OF
IDENTIFY VALUABLE

EXPANDING ON CAMPUS WORK
& OUTSIDE WORK STUDY

BETTER MARKETING OF
FIND MORE DONORS

#3

≡ focus locally on student populations

≡ focus on trades

- Real world value to their education

≡ Understand & focus on our strengths and say "no" to other things

≡ focus on our students
- getting "through" in a timely manner.

≡ Political Activism among all CD colleges

media (Snapchat)
to respond
away
problem solve

Leverage social media (Snap
& mobile apps to respond
to students right away

Text messages - problem solve
thru texts - help

#4

Invest in diversity

- recruit diverse faculty
- train hiring committees
- provide cultural proficiency training

~~Improve~~ Improve marketing of UNC
↓ specific programs

Reduce division between extended
ed ↓ main campus

Create ↓ capitalize on partnerships
- Aims, Greeley Stampede, downtown

ed Campus

#4

- INVEST IN STAFFING
- CONSOLIDATE DUPLICATIVE EFFORTS/
FUNCTIONS
- CONTINUED & IMPROVE TRANSPARENT
COMMUNICATION.
- EQUAL VOICES IN SHARED
GOVERNANCE

o student

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and other
reters at a

Welcoming to student families

• On campus child

• Spanish and other interpreters at all

#4

- INVEST IN
- CONSOLIDATE FUNCTIONS
- CONTINUED & COMMUNICATION
- EQUAL VOICE GOVERNANCE

4.

Include textbooks in
tuition
(fin aid)

Increased capacity of
Successful Programs
(nursing)

Expand Extended Campus

#4

④ * Boost Employee Morale

- Show Students we Care !!!
- Make UNC Website more User Friendly... & Searchable

* Treat Current Students as Prospective Students

* UNC Alumni ^{Center Provides} ~~A~~ Certified Financial Planners work w/ UNC Students from Freshman 1st year.... Through Graduation through Career. with Idea of \$\$\$ ~~Common~~ back to UNC... ■

#4

. Staff professional development

Planners work w/ unc Students from
~~Freshman~~ 1st year.... Through Graduation
through Career. with idea of \$8 ~~Commitment~~
Back to UNC...

#4

- Staff professional development
 - part of new employee training
 - specialized training for non-advisor/success coach staff who work directly with students
- work with legislature to provide access to higher education for diverse groups of Colorado students
- improve/expand faculty research

Welcom
families
• On
Span
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- EXCELLENT CUSTOMER, SE.
STUDENT FIRST!
↳ accountability for ALL

④

- communicate who we are, utilizing social media and other modern channels
 - "tell me your story"
- focus on both first and second-generation students, and parents of first-generation students
- training and investment ~~for~~ into faculty and staff
- using UNC Engage Portal

#4

- Manage the transition during Rapid Changes - Stop the bleed of Good People!
- We need to decide who we want to be based on who we really are. Identity is important!
- Follow through
ex: - last fall's task forces
- Huron sessions sm 19
- Excellent Customer Service -
STUDENT FIRST!
↳ accountability for ALL

4) → Broader Outreach

- high schools
- Bring middle schooler to campus
- Strengthen dual enrollment pathways

→ Recommit to tenure track lines

- improved retention · commitment

→ Strategy for Extended Campus

- integration w/ main campus

~~4~~ 4

1 - Collaborate (not just compete) with

④

→ Strategy for Extended Campus

- integration w/ main campus

~~4~~ 4

1 - Collaborate (not just compete) with international universities to build our expertise, increase enrollment, and to leverage strengths

2 - Focus on interdisciplinary and Global focus ~~to~~ with issues such as migration, water, climate change, sustainability — issues that transcend borders and disciplines

3 - Attract and retain strong leadership

④

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- and
- using

4.

- MORE INCLUSIVE MARKETING MESSAGES
- FOCUS ON INCREASING RETENTION RATE
- FIND WAYS TO CONNECT STUDENTS OUTSIDE THE CLASSROOM

(2)

- sustainability efforts on campus
 - compostables
 - outdoor fireplace
 - LEAP/AASHE
 - math modeling
 - science / EAS
 - project based learning
 - captions
- building our brand around 1st gen, minority, and non-trad. students
- * leverage social media
- including in programs making students aware of their post-graduate opportunities

- Greater investment in capital projects (e.g. media center)
- Student gathering places (Pizza + beer)
- Increase faculty morale
- Strategic approach to athletics (1-2 sports that we excel at)

#4

≡ Decide who UNC is...

So we can make the tough decisions
on staffing/programs to help the
budget crisis

≡ Continue structural changes
and implement new strategies

≡ Go back to our roots ...
- Eastern Plains
- Division II

Q4

1. Campus Moral & Community Building
2. Academic Programs - find & focus on our strengths &
- Streamline programs - Sustainable
3. Transparent & timely admission, billing, and
financial aid for current & prospective students

as better than
competitors

Q5

1. Community Engagement
2. Relationship Building with Students
3. Peer Mentorship
4. Highlight exceptional teaching

5.

- MARKET OUR UNIQUE SIZE, STRENGTHS, (nationally recognized programs), VALUE
- MARKET OUR DISTINCTIVE HISTORY
- DEVELOP MORE UNDERGRAD RESEARCH OPPORTUNITIES

more weight to serve
Focus on Increased 4 year graduation
• Summer offering
• flexibility to accommodate student work/family responsibilities

Personal relationships w/
Students
Know students by name

5

Making students feel
you are not just a n

Right Size University

Engaged Learning / Profess.

Univ 456 - Transitioning from

Child care Employees & Student
after school programming (CEBS
Summer Programs

Alternative transportation
(Ride share)

5

- Leverage our Size - (Big School resources, Small School)
- Student-Centered Learning
 - Use of technology
 - Programs of Distinction
- Focus on practical Application of life skills for Career Success
- Customer Service Excellence
- Strength in Community & industry relationships

5

Making students feel that we care...
you are not just a number

Right Size University

Engaged Learning / Professional Experiences

Univ 456 - Transitioning from College to Life

Child care Employers & Students
after school program (leaves support)
Summer Programs

Alternative transportation
(Ride share)

5. Student E

Personal Con
↳ Faculty Me

Cohort Mode

Holistic Mac

Emphasis on Student Resear

#5

- maintain institution size
 - smaller class sizes
 - faculty: student ratios
- promote resource centers
 - cultural centers
 - CUE
 - center for rural ed
- live by: "if you can't do great things, do small"
- expand into smaller markets (unc to them)
- stronger focus on first gen. students

5

- Leverage our Size - Community

Big School resources, Small School relationships.

- Student-Centered Learning

- use of technology
- Programs of Distinction

- Focus on practical Application
of life skills for Career success.

- Customer Service Excellence

- Strength in Community (city) and
industry relationships

• Rural - No Co
just Greeley

5. Student Engagement

Personal Connections
↳ Faculty Mentor

Cohort Model

Holistic Model

Emphasis on Student Research

#5

- maintain institution size
 - smaller class sizes
 - faculty: student ratios
- promote resource centers
 - cultural centers
 - CUE
 - center for rural ed
- live by: "if you can't do great things, do small things great" MLK
- expand into smaller markets (UNC to them OR them to UNC)
- stronger focus on first gen. students

• Rural - No Co - not just Greeley

#5

- SUPPORTING TRANSFER
 - I.E. AI
 - EXPAN (BOTH
- DEVELOP
 - PARTNER PROGRAM
 - PARTNER PROGRAM
- CELEBRATING AND OUR Z

(5)

- prepare students beyond campus
- being inclusive student
- provide excellent have faculty
- resources col sup
- student, peer - mentor

#5

≡ Personal

#5

- SUPPORTING & RECRUITING TRANSFER STUDENTS
 - I.e. AIMS 2 UNC
 - EXPAND OUR SPHERE OF INFLUENCE (BOTH IN COLORADO, AND OUT-OF-STATE)
- DEVELOP COOPERATIVE PROGRAM
 - PARTNER W/ SMALLER INST. TO OFFER PROGRAMS COST PROHIBITIVE TO THEM
 - PARTNER W/ OTHER INST. TO OFFER PROGRAMS COST PROHIBITIVE TO UN
- CELEBRATING OUR SIZE (NOT TO SMALL, NOT TO BIG) AND OUR DIVERSE STUDENT POPULATION

#5 Meet students they are !!

- academic
- social, emotional

⑤

- prepare students for success beyond campus.
- being inclusive and welcoming to all students.
- provide excellent instruction and have faculty talking about how to teach well.
- resources and support for our student body
- student, peer - mentors, leaders, centers and labs.

#5 Keep on doing what do well -

- student-professor relationship
- positive vibe on campus
- set up students for success
- continuing to show care for students
- invest in student success
- respond to student need

#5

≡ Personal Touch/
Responsibility

≡ Be who we are!
(After we determine who we are)

#5 Meet students where they are!!

- academic
- social, emotional

#5 Keep on doing what we do well -

- student-professor relationships
- positive vibe on campus
- set up students for success
- continuing to show care for students
- invest in student success
- respond to student needs