

UND Strategic Plan Kick-Off Event: Brags, Worries, Wonders, & Bets Sticky Note Responses ONLY

Report Date: March 21, 2022

Report Created by University Analytics & Planning

NOTE: All names, titles, and/or descriptions clearly identifying an individual(s) were replaced with "INFORMATION REDACTED".

Brags: What does UND excel at that you want to reinforce or grow?

- Brags Student Focused
- Brags Beautiful Campus
- Brags Focus on individual student experience
- Brags OER online courses
- Brags Talented students
- Brags small size
- Brags Online math program expanded and improved to provide a rigorous program while stressing student integrity
- Brags The positive impact of our graduates on their communities
- Brags Collaboration with academics
- Brags UAVs. INFORMATION REDACTED is awesome
- Brags Dedicated faculty and staff. Hiring good people.
- Brags Strong students. Students that come back and support ND
- Brags New construction blending with current structures. Maintaining beautiful campus.
- Brags INFORMATION REDACTED please don't leave us
- Brags Caring instructors and staff
- Brags UND is one of the most competitive ROTC's in 3rd BDE only Flight training program in country
- Brags Beautiful campus and outstanding faculty
- Brags Memorial Union
- Brags Wellness and health promotion efforts for faculty and staff
- Brags Dedicated and involved alumni
- Brags Safe campus and community engagement
- Brags Indomitable spirit. Punches way above its weight.
- Brags Fresh new leadership at the helm
- Brags Encourage and build up staff
- Brags Community service. Student athletes #1 in nation. Amazing history of doing this.
- Brags Faculty and staff who are invested in student success
- Brags The Alice Clark program. 30 years of supporting our newest faculty colleagues.
- Brags Faculty who are about teaching and students
- Brags Our liberal arts foundation especially ES and the humanities
- Brags I am incredibly proud and inspired by INFORMATION REDACTED wonderful leadership at UND. Thank you!!!
- Brags High quality, high touch university

Braggs UNDs service to ND and beyond is stellar

Braggs Our hard working people

Braggs Keep INFORMATION REDACTED. He is good for students and staff alike. We need more of his positivity.

Braggs DEI

Braggs Beneficial opportunities for students in resident halls on campus

Braggs Work on making multiple formats for learning across campus in this pandemic

Braggs Innovations, research, faculty/staff experts in fields, evolving campus space, enhancements

Braggs Arts and Sciences have now a better visibility. Good!

Braggs Training, growth and learning opportunities for staff

Braggs New construction! Love progress of new buildings. We need to keep it up! Great job to all!

Braggs Unique (we have) qualities and departments for the state and region

Braggs student focused

Braggs technology enhancements as an enabler

Braggs Liberal arts. Provide a holistic education.

Braggs UND community involvement with major discussions

Braggs INFORMATION REDACTED please don't leave us

Braggs Campus buildings- University Avenue

Braggs Beautiful campus

Braggs Aerospace

Braggs Aviation

Braggs Med school

Braggs Law school

Braggs UAS

Braggs INFORMATION REDACTED is personable and people will follow him

Braggs Improvements and modernization of technology in classrooms

Braggs Aerospace reputation and potential for exponential growth in emerging areas

Braggs Excellent financial management

Braggs A university that creates and supports a vibrant local city community

Braggs We are a big family that cares about each other and the campus as a whole.

Braggs Alignment between UND and UND Alumni Association

Braggs A great INFORMATION REDACTED who WANTS to listen

Braggs Beautiful facilities

Braggs Space programs

Braggs Amazing INFORMATION REDACTED

Braggs Student engagement

Braggs Brag on our faculty. Faculty-buildings-spaces. Planners and dreamers for working magic in our new buildings. Deferred maintainance.

Braggs Seriously...been on many campuses across my 35 years at UND. We have the most beautiful campus. Brag!

Brag Beautiful campus and great staff that makes the students experience better!

Brag renovated buildings and new buildings.

Brag Staying away from identity politics and the whole 'campus wokeness' nonsense

Brag Engaged and involved (and caring) INFORMATION REDACTED

Brag Committed and diligent staff

Brag New leadership

Brag Statewide business outreach programs that touch every county in ND

Brag Online education is growing (at least in Pols) UND has grown a strong platform for online but can do more

Brag world class aviation and aerospace programs and research

Worries: What are some concerns at UND that you want addressed, improved, or remedied?

- Worries Stronger support for LGBT community
- Worries How will the 'demographic' cliff affect UND enrollment?
- Worries Greek Life
- Worries Legislative advocacy for faculty and staff
- Worries research lab space not adequate
- Worries reduce energy consumption.
- Worries parking issues
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- Worries concerned that new strat plan will be guided by the task force on future of higher education
- Worries (in response to task force concern): do you have any data to back this up?
- Worries accessibility for all. Many still have barriers to higher education
- Worries maintaining a safe space for the exchange of ideas in an increasingly right wing state
- Worries Growing university. How do we grow staff/staff support?
- Worries parking issues
- Worries concerned about how OPMs are negatively impacting UNDS reputation- lack of quality; 'degree-mill' feel
- Worries scholarship (=real dollars) offers, including sch. For international MINORITY students are lacking
- Worries DEI initiatives are not broad enough in focus. Need to do more for Hispanic, Native and more religious diversity.
- Worries Parking
- Worries GTA treatment, pay, no pay increases, and no health insurance
- Worries professional development
- Worries links with indigenous communities
- Worries partisan interests limiting us to achieving our goals
- Worries Same people chosen to be on task forces! How about some new viewpoints?
- Worries "market" salary rates are not competitive (not everybody cares about benefits)
- Worries property management
- Worries integrating across all campus departments
- Worries media coverage
- Worries competitive pay
- Worries We want faculty to conduct research, but require more and more to be spent teaching
- Worries Accountability
- Worries Relationship with LGBTQ+ community

Worries Faculty/staff morale. Remote vs. in person working needs to be addressed ASAP

Worries integration between faculty and staff

Worries enrollment minimums threaten programs important to liberal arts institution

Worries integration across all campus departments

Worries Long term effects of covid. Mental/physical health. Work changes

Worries Short term plans vs. long terms

Worries UND has rich history and longevity with long term F/S but on flip side efforts to keep doors open to fresh perspectives and ideas

Worries legislators involvement in academic and university affairs

Worries Parking is EXPENSIVE, particularly for non-exempt staff

balancing the tension between growth and expanding ideas of the U. Becoming more global/diverse. Conservative ideas of 'retain who we were.'

Worries Mascot, Catholic no local GF

Worries too much focus on career outcomes vs exploration

Worries political pressures that threaten core values of higher ed

Worries how does technology change academia and the need for campus services

Worries condition of the armory

Worries Rename the "Sioux" awards and make the hockey team wear the Hawk on the front of the jersey

Worries bureaucratic HR policies are making it difficult to do anything with our staff - plus compensation

Worries Rising costs of attending/affordability

Worries School/buildings need to be in control of their buildings and access

Worries Loss of historical buildings

Worries broaden depth of aerospace partners across campus disciplines

Worries trend for outsourcing and moving services off campus

Worries Should be more of a campus wide buy in of student equity and inclusion

Worries that we will become complacent with our recent educational advances and need to keep pushing for new delivery and educational needs across campus

Worries learning silos and breaking down barriers in between departments

Worries move away from PeopleSoft to more modern and functional technology

Worries inability to hire staff and students

Worries staff and student retention

Worries having a clear academic plan for students

Worries retention of staff with low pay and limited remote opens

Worries we support OER but don't support creating/adapting OER- it can only count for service not teaching/research.

Worries Commitment to diversity and inclusion across campus

Worries loss of faculty

Worries loss of faculty - non renewed lines in humanities

Worries UND doesn't control undergrad admission requirements. NDUS control.

Worries User services delivery not customer centered. Student not the focus.

Worries I am concerned that some constituents may continue to push back against UNDs efforts again diversity, equity and inclusion

Worries Not been able to accelerate technology due to NDUS/CTS

Worries Political pressure

Worries DEI efforts need support from the state and city

Worries Technology requirements with NDUS

Worries Departments that are being saddled with work that should be done by others and ending up overworked.

Worries Worry that we don't allow staff and faculty to develop professionally

Worries Funding of programs are prioritized by research funding

Worries Would like mask mandate removed/optional

Worries DEI development and expectations to move forward

Worries that our INFORMATION REDACTED will eventually leave

Worries Tuition and fee revenue may level off limiting income to support increased investment

Worries The political climate as barrier

Worries We are still too top heavy in some divisions

Worries Exhaustion BEFORE this push

Worries Environment and climate change

Worries I love that we are known for a few things: aviation, Law school, ERC, hockey. Worry is what could happen. Elimination of programs for things we are not known for. Let's identify a few other areas to elevate.

Worries DEI has had pass goals that are 'easy,' 'tasky', check-off' type goals and it has created a sense of completion around those efforts. These are not completed efforts.

Worries declines so no new dollars to cover new expenses.

Worries Professional development opportunities that are more than strengths quest

Worries Supporting more entry level position through professional development

Wonders: What topics/issues are you curious about that may impact performance at UND?

- Wonders How we will rebuild the liberal arts and revitalize ES.
- Wonders Clear achievable goals
- Wonders How success of strategic plan will be measured.
- Wonders Are we still trying to be an R1 institution.
- Wonders How do we incorporate economic development into the plan.
- Wonders So many admins
- Wonders As UND grows as a global campus, how does it place itself as a global leader and retain the local culture.
- Wonders How will oil field maturity affect ND?
- Wonders Where are all faculty and staff as it pertains to mental health/stress levels?
- Wonders How does UND define leadership, is it only business leaders, heads of communities, or can it have broader sense?

- Wonders How can UND move from deficit thinking to asset thinking? How does a diverse community bring assets, how is diversity embraced as a strength?
- Wonders Infrastructure upgrades and money for faculty start ups
- Wonders Continued dynamics with state govt, SBHE
- Wonders Too much emphasis of pilot training to the detriment of other aerospace departments
- Wonders State and national politics
- Wonders Staffing challenges, dining, and BST
- Wonders How will great recession impact entry level staff positions? Its been hard to retain and find new entry level staff.
- Wonders Partnership with small state schools Mayville, VCSU, etc.
- Wonders So many software programs, how does the spending impact budget
- Wonders How to recruit and retain a more diverse student body
- Wonders How to address changing demographics
- Wonders How can be more independent from NDUS----autonomy
- Wonders What is our niche
- Wonders How can we better count the extra stuff, like independent studies?
- Wonders Rise of autonomous systems
- Wonders Possible revolution in delivering/creating new knowledge
- Wonders If we expanded our definition of student, where would we go, not just 19 year olds
- Wonders Does ubiquitous lead to 10 play a role in of the CNS
- Wonders Alternative K-12 paths and beyond 4 year degrees
- Wonders Keeping focus on supporting the growth of education via funding across the state, even K-PhD
- Wonders Will we develop programs that are high demand
- Wonders Focus on excellence in teaching (TTaDA), not just excellence in research. How do you expand?
- Wonders Student and professor ratios. How our faculty are treated amidst another budget crisis.
- Wonders How to promote out of the box thinking in a conservative state.

Wonders Political influences that hinder progress on new technologies to displace fossil fuels.

Wonders DEI, geographic location demographics to recruit, retain students, faculty, and staff

Wonders How will our existing support systems be built up these aspirational endeavors? E.g. research staff and ROI

Wonders Budget focus detracts from forward movement. Revisit MIRA?

Wonders How to use history but not live in the past.

Wonders How do we support UND claims of being student oriented while making decisions that oppose claim.

Wonders The ND political climate that is not supportive of higher ed overall

Wonders Furthering staff and faculty professional development

Wonders I wonder if UND could work with business leaders in ND to collaborate in promoting DEI throughout ND.

Wonders Commitment to merit (will mission, vision, and diversity statements need to be revisited)

Wonders Are our programs aligned with regional need?

Wonders Software & technology needs. Can UND get what it needs to take us to the next level? NDUS holds us back.

Wonders Diversity and inclusion

Wonders Barriers to enrollment

Wonders How will war affect us?

Wonders The future of digital work/classroom

Wonders Demand of higher education

Wonders Connecting rural communities

Wonders Not just a one time question of is college is right for me, lifelong ask, professional development

Wonders Universities not built around students... What if they were? Workforce needs

Wonders I wonder how UND will increase the quality of faculty teaching.

Wonders How does UND continue to evolve and advance in a state that is reluctant to change, specifically progressive and inclusive change?

Wonders When all academic areas will be refurbished/modernized.

Wonders Technology forward approach to everything from teaching systems to staff systems to hardware.

Wonders Will new strategic plan reward or favor pet research areas or will all research be welcomed?

Wonders UND's national attention

Wonders Adaptations to higher education

Wonders Will faculty morale be of interest as we move forward w/ new strategic plan?

Wonders How do we get faculty and staff to understand the value of being on-campus vs. remote

Wonders The remote nature of UND and its ability to attract talent for innovation and the creation of startups.

Wonders Staffing issues; how do we adjust expectations/help overworked staff?

Wonders Partnerships with tribal communities

Wonders Mentorship for students and opportunities within fields

Wonders What are we doing to recreate local (GF/EGF) students to UND? They receive info from anywhere except UND it seems.

Wonders How does one identify the barriers some face (staff, faculty, students)how does it build a mechanism for recognizing & acting on barriers?

Wonders Thinking of and leading the University like a city. City planning approach, where each division is an active part.

Wonders Future of DEI with social and political pressures, national attention, etc. Can we get to where we need to be?

Bets: What predictions do you have regarding where UND could/should move in the future?

- Bets Transform UND into a research university. Research that will impact ND and surrounding states
- Bets UND to be perceived as too liberal to a good chunk of students
- Bets I think we are positioned to be a strong DoD partner
- Bets Bet on our students and workforce opportunities
- Bets Strong online programs
- Bets Strong healthcare majors
- Bets Offer more programming online
- Bets Online programing
- Bets Accept work experience as credit
- Bets Bet we will go to space
- Bets More space related research, especially in hypersonic and high-hypersonic
- Bets UND will become less relevant- lack of identity
- Bets Will develop into regions premier epicenter for data
- Bets one transfer program and sustain enrollment
- Bets UND will want to be a strong R2 not weak R1
- Bets Will train autonomous operators of the future
- Bets Following a universal trend of problem solving global problems before anyone else
- Bets Increase activity for funding for Leadership Development for St, S, F
- Bets Will become an international center of excellence in human spaceflight training and simulation
- Bets zero carbon footprint
- Bets UND will be THE SOURCE of certain services and economic impact in the entire state if they would help promote it better
- Bets DoD Research
- Bets Strong online programs
- Bets More students studying abroad
- Bets positive increase in health indicators for faculty and staff @ UND (mental health, physical health overall well being)
- Bets Increased globalization on campus
- Bets new modalities to provide education
- Bets increased flexibility of education
- Bets Excellence in focus. Goodness in everyone
- Bets develop pipeline from K12 to UND for the strongest students in the state. Summer programs for the gifted/academically talented middle school students.
- Bets Summer programs for verbally and mathematically precocious
- Bets Early research opportunities
- Bets residential academy of math society
- Bets opportunities for undergraduate research for undergraduate students

Bets dedicated research coordinator. Dedicated office for undergraduate research. Dedicated space on the website for undergraduate research.

Bets develop aerospace engineering program.

Bets more variety of program delivery (on campus, sync, async, hyflex)

Bets Be the leader in transitioning away from fossil fuels (be an example at the forefront)

Bets Be the technology hub in the region.

Bets UND can aspire to be the ASU in our region

Bets Tuition waivers for some international students for Masters Degrees

Bets Applied Learning

Bets Experience learning opportunities for ALL degrees

Bets Be an example from inclusivity by working deeply with tribal communities

Bets Bets: UND will be a community that embraces diversity and inclusion and is welcoming for all

Bets more diverse campus (more exchange students)

Bets more diverse programming like Feel of Korea

Bets stronger support for Black History Month. More inclusivity.

Bets Continue to leverage strengths, expertise, innovations to increase awareness and visibility of UND despite location

Bets Accelerate the cutting edge of technology AI, VR, SG

Bets As North Dakota continues to become increasingly diverse UND will be a leader in fostering belonging and community

Bets #1 source of commissioning offers for North Dakota National Guard

Bets Applied Learning (second this!) experience is king vs. just passing on exam saying we 'know' something

Bets Investment in all infrastructure will draw increased interest from prospective students/staff

Bets Green energy

Bets Hispanic serving institution?

Bets Enrollment rates accelerating or increasing

Bets expanded offerings that support life long learning

Bets Univ built from student perspective

Bets Movements towards accreditation (in some form) of prior experience or learning

Bets UND partnerships with GFPS and Career Impact Academy

Bets Bitcoin as accepted currency for tuition or donations

Bets 2 year degree or more combo programs

Bets All bets are off...and I believe these goals we construct will shape UND for great good!

Bets We can embrace our natural visibility and global reputation

Bets to become widely known as the premiere institution of the upper Midwest

Bets integrated efforts in student services, academics, community involvement and beyond

Bets We will lead the state public institutions, state agencies in DEI, innovative practices. And folks will embrace and welcome it. Not resist it.

Bets Continued positive instructions INFORMATION REDACTED and community/campus/alumni leaders

Bets UND can become a place that is strengthened by diversity - expanded programs cutting edge innovation, all happen in more diverse settings
continue to be known for our top programs. That is our brand. Continued investment in aviation, aerospace, unmanned, med school, hockey. We will
Bets keep these as strongest pillars of our brand.
Bets Greener campus using collaborations with EERC in this realm
Bets Flexibility stronger community retention and grad rates

Bets UND has the opportunity to look like the "before" of higher education. What is this future? Online- alternative learning forums- global student base
Bets 2 year degrees
Bets RI
Bets Transform UND into a research university