

Executive Summary

Overview

The following report provides qualitative analysis from the UNC community open forum led by the University of Northern Colorado Presidents Office. The open forum was conducted in the Spring of 2022 and focused on collecting feedback on the proposed 4 Key Actions that will be implemented for phase 2 of the 2030 Rowing Not Drifting Strategic Plan. You can learn more about the 2030 Rowing Not Drifting Strategic Plan here.

This report provides in depth analysis which includes thematic coding from open-ended responses

- The UNC community would like to focus on campus stories and successes.
- The UNC community would like to define metrics to measure goals for phase 2 of the strategic planning.

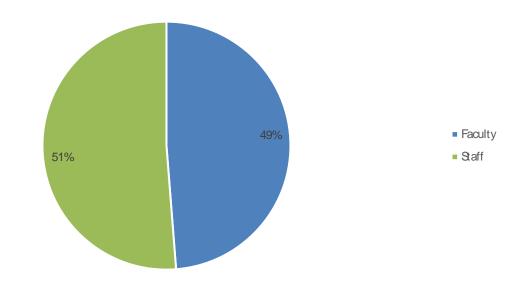
Demographics

The Phase 2 feedback open forum was conducted in the Spring of 2022. 16 tabling groups participated in providing feedback for phase 2 of the 2030 Rowing Not Drifting Strategic Plan. While demographic information was not collected at the open forum, secondary data was pulled from UNC Human Resources website. The most recent Human Resources Data from 2021 states that there are 1,532 faculty and staff employees as of November 1st

https://www.unco.edu/human-resources/about-us/unc-human-resources-data.aspx.

Demographics Charts

UNCO Faculty and Staff Counts by Years on Nov. 1



Objectives

The following objectives were defined by the dient and sent to the Social Research Lab during the development of the project scope. The survey was created to address the objectives and asked multiple

Recommendations and Highlights

Qualitative responses suggest that participants would like to ensure successful student engagement, a more robust student orientation, continued work with student career readiness, and leveraging alumni relations as priorities for Key Action 1 of phase 2.

Additionally, many participants noted reducing Key Action 1 length as well as suggesting measurements that can help further develop Key Action 1. (Addresses Objective 1)

Qualitative responses suggest that participants would like to create tactics that aim to create competitive compensation, increase recruitment and retention, boost employee morale, prioritize investing in employees, and having strategies to ensure a balance workload for employees for Key Action 2. (Addresses Objective 2)

Qualitative responses suggest that participants would like to create tactics that aim to elevate Unite trainings, invest in student organizations, prioritize mental health, darify campus safety, and measure goals for Key Action 3. (Addresses Objective 3)

For Key Action 4, participants would like to see a more narrowed focus in language and strategies, a clear plan for improving infrastructure, a focus on campus stories and successes, and defined metrics to measure goals for phase 2 of the strategic planning. (Addresses Objective 4)

Findings

Participants were asked to provide feedback on Key Action 1 proposed for phase 2 of the strategic plan:

 Ensure the entire university is well prepared to serve and be successful in nurturing the growth of every student by meeting them where they are with services, tools, resources, engagement, and opportunities that help them to thrive in exploring, expanding, and achieving their ambitions and fullest potential.



Revise key action to be less wordy and more concise/measurable

Too wordy get to the point

Some participants noted the need to create measurements to ensure UNC can adequately report on the progress of Key Action 1. Participants discussed a general sense of measurements needed while others provided suggestions of what to measure for Key Action 1. Comments below address this qualitative finding.

mprove data access and utilization

Qualitative analysis + documented procedures before decisions are made and communication with students throughout the process

Once or twice a year required session on updates to resources, support, staff, processes, etc. So, all fac/staff know how to offer info to students (ex: manual w/relevant area updates/changes)

Q

Participants were asked to provide feedback on Key Action 2 proposed for phase 2 of the strategic plan:

employment opportunities by investing in

providing them with the tools and support they need to succeed, and honoring their contributions to the success of our students, university, and

Main findings that emerged from the data for Key Action 2 feedback about compensation, recruitment, retention, employee morale, employee investment, and workload balance. Additionally, many participants provided suggestions of best ways to implement Key Action 2, helping provide a way to measure goals for this Key Action.

Participants were asked to provide feedback on Key Action 3 proposed for phase 2 of the strategic plan:

 " Foster a community and culture wherein all students, faculty, and staff feel welcome and included, safe, and valued in order to nurture a vibrant and constructive environment well suited to collective and individual success."

Main findings that emerged from the data for Key

Action 3 included participants feedback about
Unite trainings, investing in student
organizations, prioritizing mental health
resources, creating strategies for student
engagement, and creating a process to measure
goals for this Key Action. Additionally, many
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out when and where activities are occurring? No activity, no belonging, we

Some feedback from participants specifically suggested prioritizing mental health for Action 3. Specifically, participants noted that mental health at UNC needs to strategically focus on ensuring students feel welcomed and valued. Some participants also noted how integrating childcare can also have a positive impact on mental health. Comments below highlight this finding.

Childcare, mental health, wellness support

We say mental health is a priority, but

indusivity create a plan to remove these obstades)

Build priorities in evaluation. I.e., award collaboration, work that moves strategic plan forward

Qualitative responses suggest that participants would like create tactics that aim to elevate Unite trainings, invest in student organizations, prioritize mental health, clarify campus safety,

Participants were asked to provide feedback on Key Action 4 proposed for phase 2 of the strategic plan:

 "Invest in and implement measures that strengthen and strategically position the university to excel in meeting and exceeding the expectations and potential identified in its mission and vision."

Main findings that emerged from the data for Key Action 4 include

only marketable, but beneficial for campus morale. Comments below highlight this finding.

I.e.,

Focus on stories. Celebrate small wins. Where does money go? Stories of impact & usage

Marketing about what you can do with a degree (specific to admissions level)

Better explain our successes