Retreat Feedback

++	+	Emailed to president.floros
Excellent organization for today- the interaction, movement, connecting and ability to give feedback	Would have been nice to have a little better idea of what we were going to do	I just wanted to thank you and all responsible for the format of Friday's meeting. The interactive, moving around, contributing nature of the event made it enjoyable and fruitful.
learning about difficult areas	Need more info on metrics soon to reduce fear among faculty and staff	We enjoyed the day which was very productive.
Networking and shared opportunity and experience was ver very valuable. Need to make it a regular event	Be sure that feedback is truly incorporated- not just given and then not incorporated	Thank you for the materials. I have participated in several strategic planning events in DC and at my previous institution and have been involved in companies that went through transformations as a result of strategic planning. This event was very participatory and generated many ideas. It accomplished a lot for this stage! Kudos to all who did this very hard work.
broad representation (not just department heads), so I met community college, extension, admissions, govt relations collegues	Worked ok, but morning sessions in each of the 4 strategic goals- more time needed for input (we got cut off just when we got going)	The most challenging part IMHO will be the task forces' abilities to get beyond the information and elevate the level of critical thinking needed to bring the next phase to a level where the process leads to well defined activities and well understood timelines. This process also being influenced by each of our efforts in being effective when writing our action plans.
Plan discussion and refinement	Venue was a little difficult for the flow	Aside from a lot of learning about the "mechanics" of how this vision and all its inter-dependent moving parts fit together, an additional benefit to me personally was to HEAR the perspectives and issues from the academic side of house!

++	+	Emailed to president.floros
Make NMSU Leads 2025 Your Own sessions		
Gathering a variety of campus constituents to talk, share and develop a common understanding cross institution- Collaboration and cooperation INSTEAD of Competition		
Great opportunity to get to know/reconnect people from other units and realign with students in mind		
conversations across functions and departments		
idea generation		
F2F with Collegues		
4-H Pathways		
4-H pahtways program		

Uncatorgized
scholarships dedicated towards recruiting the best and brightest of NMSU undergraduates into NMSU graduate programs (along with those for outsiders)
extended clinical services to the community
different types of faculty, clinical faculty
Satisfaction from more mone to allocate in the budget
Quality resources in the classroom
retention of faculty, staff, and students
The fat, bloated mid-section of the university. IE Streamlining
Training leaders to have ownership of strategic planning
reduce work load to help us focus on our true priorities
provide them with needed training and resources
empower "front-line" units to make decisions and own their own work
Increase research includes humanitites etc. Besides STEM
For special progects, review committee members expertise; increase their career path
Celebrate success with recruitment and all collabrations at NMSU
Navigate! Yipee!
Streamlining Communication with student and all….
Recruitment opportunities increase! Outreach local clubs in high schools
Building community feeling for NMSU
Culture of not covering up problems- looking at situation by analysing what went wrong
Infrastructure exists to help build bridges between faculty from different disciplines to collaborate together and create experiental learning opportunities for students. "Engineers who are poets and creatives who can do math"
NMSU - system would be cohesive
Each institution would put students first
all institutions would work together
Customer friendly with clear and understandable pathways for transfer from cc and student success at all levels
If we achieved Leads 2025 goals, what may happen is that everyone would be <u>empowered</u> to mange/supervise their areas
NMSU could have reliable methods of communicating within the campus and across the system
Students would be knowledgeable concerning degree requirements and confident in their ability to pursue those requirements

Uncatorgized
Administrative sstems would provide more support to facilitate acoomplishement of multiple tasks-hiring, purchasing, studey abroad, etc.
Have several extension and outreach programs that have close ties with local indistry
have a 10% increase in enrollment
many processes would be robust and streamlined
Collaboration and teamwork will become the norm making our system more robust and efficient. A model for the state
More resources with in the system so we don't have to go with out or go outside of the system
The ability to recruit and retain high quality employees to raise our level of achievement
Pique- "converged"- research projects with service units use faculty
identify service across disciplines
how do we divide the work? What does it look like to measure
Opportunity- Workload- wahat does it look like?
Creating a "living lab" environment cross disciplinary structures increasesing resources
beyond the border
not continue to stay behind 20 years
allocation of resources
bigger enrollment key to everything; sell ourselves beyond NM
Connection between the different feedback is not full circle
allocation of resources- proper staffing
not everyone can contribute towards all. Evaluated on what each can contribute back to, identified goals
not everyone can contribute towards all. Evaluated on what each can contribute back to, identified goals
Students gain a vision of a productive and successful life because of their degrees from NMSu
Students feel welcome, care, belong… like a family
tutor, internship, talk, career, student chapter conference presentation
school rank,ing higher employer good reputation can find jobs after graduation
support for students early in their journey
social mobility for our community at many levels
recognize success at many levels technitian work to reseach
The business model for the university doesn't work as well as it did 30 years ago. Compensating faculty for reserch and creativity by obtaining grants or intellecutal property.

Uncatorgized
Utilizing VPs to focus on fundraising and grant writing so faulty can focus on student success
New platform being put into place sounds very beneficial (re: Navigate & Slate)
Community College faculty need opportunity for PI academy to foster research collaboration & to make connections to industry to help make links for main campus faculty
Concern about how new innovations are going to affect workload, especially in scarce resource environment – faculty health/stress affected by workload
How can we get resources to support productive people?
Salary compression is a huge problem.
Inequitable workloads inside and between departments
Difficult to compare types of research productivity & how these are valued & credited
Time & budget constraints to implement new innovations like training on new software like Slate
We develop new faculty who are new hires & then they get hired away by other universities due to their higher salaries
In the 5 topics, we discussed there was little talk about supporting faculty
We all understand our own units & how to function (e.g., academic unit), but we don't know much about how other units work (e.g., human resources), so it can be difficult to get through the processes due to lack of knowledge (e.g., getting a position posted)

Look Like?	Feel Like?	Seen As?
Growing beyond peers	positive changes	Preferred destination
financialy stable, competing efficent	risk taking	Project vision/reality- enable
financially stable	ease of collaboration/moralles belonging	THE University in the SW
research faculty and clinical faculty	place where all are welcome	top tier research institute
higher grad rates	well funded	modern/efficient
post docs	recruited faculty, staff, students	leader of a transformtional institution
finanically sound	Feeling of accomplishment and happiness	Internationally Recognized
balance	Pride in impact NMSU is having	sustainable
Financially Sound	higher level of employee moral	well-recognized
revenue will increase, recruitment and retention increase	Prospective students (especially in this region) would see the colleges in the system as offering quality programs- AND ENROLL	1 system that is easy for students to navigate
move to R1 status	a happy collaborative place to work	A thriving place where students and faculty are well supported in terms of research and creative scholarship (funding, time, teaching support for departments)
better starting retention of faculty	positive place where fun feelins are happening	A variety of types of creative activity- beyond funded research- would be recognized and honored.
Productive research and outreach to the community at large	the campus should have positive feel	seen as a leader in community
model to look like other institution	Belonging	Leader in sustainability which carries through a lot of different goals sustainable programs
Prestige	Future employement opportunities	students gain a sense of social responsibility because of their time at NMSU
river flowing in one direction	students feel excited, welcomed, and engaged in the NMSU community	

Look Like?	Feel Like?	Seen As?
student centric environment		
Tier 1 research institute		
Student centric		
implementation [of goals] will create opportunities through more efficient administration and having a structure that support		

Metrics Feedback
Concerns that the productivity index messes a lot of cruical data. The approach seems oversimplifed
smaller class sizes may improve quality of instruction, relation, etc. yet be penalized in the productivity index approach
Need carity on <u>how</u> the numbers will be used in evaluation
service department's <u>value</u> (ie English) extends way beyond $ generated. How is this accounted for?
Need to quantify <u>value</u> in ways other than just $$
How will productivity metrics be used?
If it is the metrics- problem
Merging the metrics with other factors and wighing of factors
How does the budget work?
Appreciate the metrics as a way to be transparency of the the use of public dollars.
how is the money going to be prioritiezed? When staff/priorites increase in a department- how does the budget follow?
Some departments do more with less or the same amounts of money s others
Productivity index- how do we use it? Might increase our budget? Expectation is you will gain something of value from the index. Budgeting Model is antigrated? Departments are competitive b/c everyone thinks others are getting more than others- need transparency
Sick of hearing how broke we are- lets go get the $
Rumors that there are reserve funds not there- lots of rumors about money
How we budget- how we count money is important so departmes are ggiven credit for all the monies they actually contribute
Logical, clear process for budgeting
Capital maintenance plan
Peers? Who is deciding?
Takie it as it is
part of competitive pcicture
not positive process

Metrics Feedback
ARTS mission different than other department Public Productins- productivity may be different Limited class size to ensure quality education _____ programs with chief metrics applied
Programs may be described negatively without specifics. Specifics provide direction to improve
Teaching should be graduated, each depart5ment has a different philosophy. Purly measuring on PR Funding in social sciences hard to set external funding. To get for example $15K requires a lot of work. When generating proof 5/13 considered
Evaluating long term vacancies would reduce the productivity due to absorption of responsibilities. Strategy of unit in alignment can be hindered
Vacancy impacts all- everyone steps in but over or under staffing imacts productivity
Reduction in staffing has reduced the level of productivity
How do we proritize where cuts are made
feels like a downer-seems very for-profit
experiental learning expers will not be the focus if $ are the performance measure
other colleges making decisions that impact each othr. How do we recover courses which have been
legislatures training/development; thinks when we start changing the _____ we need to have outreach to educate these. Mediate the message.
If extreme shift to productivity and decide to measure clasroom models, how will that impact legislative support impact?
Compensation model into academia, need to consider a mixed combination
Are the models segmented to account for vacancies
Does the state follow this model? Legislature have to be educated
Is this the same measurement used by other institutions cross the state? Due to to legislative funding concerns
How is student feedback going to be incorporated and how? Can always quantify

Metrics Feedback
The assistance professors provide alumni who contact them to help with professional growth and experiences
It seems odd that in the example metrics money spent per student was negative while being positive for research
the cutting of classes for quality
provide adequate definitions and goals when evaluating based on metrics
College of business is at a disadvantage due to higher salaries of faculty compared to the rest of the unviersity
metrics will be met by faculty but cncommunicated issues wont be fulfilled after the fact
classes that are small in nature- specialized classes- might not be offered under this modle
NMSU struggles to maintain quality graduate student from a financial perspective
business college does not currently do much external research
Duplicity of courses are posing issues – Who gets credit for a cross-listed course?
Might sacrifice quality to get the numbers into the desirable range
If there are external accreditations on a program that dictates a course have caps/requirements, they need to be taken into consideration when compiling and evaluating metrics
If we are being given outcome data, how did we get it? What factors went into this data?
Need to name other metrics that are being developed, as well, to balance the discussion
Have an outreach model that fits with different counties and different county populations
What/how things (dollars) are being counted? Is it including grants? Legislative funds?
How do all of these goals and metrics apply to community colleges?
Support PhDs through GA-ship & do not just restrict to tenure track
Discourages collaboration because they are competing for who gets the credit

Barrieres	Break Barriers
change=more work?	Communicate! Communicate! With all faculty, staff, administration, etc…
What can we stop doing?	managers must help create the culture to promote change and make it safe to change
Communication	
Inconsistencies across campus	
systems opperate independent of each other	
a lot of recreation the wheel	
apply best practices whether than always starting over	
fiancial	
having to do more	
being able to stay up beat as a leadeer	
go back to some of the previous studies and see if there are things we can implement	

Goal Presentation Feedback	What help do you need?
More funies	Incentives
Provided _____ perspective	acknolwedgment
nice coverage of inormation of what we do	resources
Goal 4- Stable university with less dependence on state money	training
Goal 4- Increase presence in nm and region	
Goal 3- Increase in emphasis in health of stakeholders; more external programming	
Goal 2- Increase funding and success of grant submission; more robust and helpful	
Goal 2- OGC with grant writers	
Goal 1- Increase enrollment; have better reputation and more proactive with recruiting	
Goal 4 is kicking our butts	
new VPR inistiative about how folks are committed as researchers- counting as post docs- is that a way to keep a great adjustment	
on the one hand your budget is not your strategic plan BUT I have to have recuring and need to make decisions with resources	
The burden or barrier fo the amount of reporting, evaluation, and data that department heads have to do- repeating the same info over and over to different people- not the best use of DH time- takes away from their time with faculty	
Issues of salary and turnover and lack of striving to keep people, you have to pay them	
Need to foster connections between thedisciplines at main and at the CC's. joint appointments between main and CC forfaculty- one idea . Could improve student success, researc, faculty, moral	

Goal Presentation Feedback	What help do you need?
Goal 3- Museums and collection on campus- we need to be takking care of team in a way that benefits are R1 collection care and management. Affects diversity and inclusion, as well as outreach and research	
Recognition everyone should contribute to a goal not necessarily all	
Big Picture good 1. Greater diversity of faculty; bringing role models, social invisibility, more proactive 2. Internationalized (lack of international or border programss) serious consensus at about programs. Latin America and Border 3. Proactive about social context we live in now. Advocate for students such as political enviornment, economic outreach, health, econ 4. Resources into successful programs	
Goal 4 session was helpful because of its broad range and lleviates the small issues that have a significant impact	
Goal 1- was exciting because by impacting students for the better, the jobs of administrators and faculty gets better	