

Prof Faculty & Classified Staff INPUT – Feb 26, 2018

Session Summary

The session was well attended by around 22-24 participants. Even though we agreed to complete ten minutes before the hour, we went slightly past the hour only losing a few of the participants. The score for the session was 3.8 out of 5.0 with twelve people providing a score. This was a low result for sessions up through this date. There were two scores below of 2.0 – which was the first time this occurred. The comments provided with these lower ranking did not explain why the session was less than satisfactory so there is no way to know how to improve. Notwithstanding, the general feel of the session was very similar to others with good engagement after a little longer warm-up period than some of the other sessions.

Themes and supporting ideas

These points came primarily from the session flip charts and general notes taken by Sara – plus input offered in the suggestion box.

Sustainability must be applied to our own operations

- There is great language in the 2030 vision about being an innovative leader in sustainability around our research and preparation for our students. We need to model this sustainability in our own operations!
- OSU need to make a serious commitment to reduce CO² emissions
- Sustainability needs to continue to be included in SP4.0
- We should have clear sustainability goals
- Create living labs in sustainability for student projects

Our investment priorities include

- **Training:** more encouragement from management to develop; structured mentoring programs; more visibility to training opportunities; a commitment to quality onboarding processes
- **Employee wellness:** vacation time that can be taken; dedicated exercise facilities/classes; CAPS access
- **HR:** better evaluation system; affordable child care; more equitable pay scales; expanded parental leave; more consistent promotion criteria; better recruiting – too many failed searches or poor hires.
- **Social Justice:** more compassion for hard working individuals, more capacity for hiring people of color, equitable pay, specific and tangible goals to attract minorities vs. broad ideals (e.g. African Americans etc.)

What we see that others may not

- Our tone and transparency falls short often; we pushback on the very students we are trying to help
- Decentralization makes it very challenging to move fast, coordinate, change or leverage ideas; we need better alignment – to drive more standardization in places where unnecessary differentiation creates work and makes OSU harder to navigate.

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- Key interfaces and mechanisms don't work well (e.g. business centers; HR; CORE); big time lags with contracts, hiring, financial info, awards etc. HR has too many rules and policies that do not make sense.
- Our students suffer with food insecurity; childcare; family needs etc. every day. Impacts student success in ways we don't talk enough about.
- one year contracts drive unnecessary job insecurity for many of us
- We have built strong professional relationships through various forums – these can be better leveraged and supported to solve problems increase retention
- We need a path to success for the non-top-tier students – they get left behind

OSU strengths and distinct characteristics to leverage in SP4.0

- Extension makes us distinct; we have a statewide reach with community connections; we have coastal, rural and volunteers connections
- SP4.0 should accomplish better vertical alignment of university priorities and drive more interdisciplinary efforts
- Transparent leadership that we have access to
- Land Grant mission
- Big campus, small feel; distinctive campus
- High quality eCampus
- We are efficient with our resources
- Applied research that is innovative, less limitations, involves undergrads, etc.
- President willing to communicate about OSU values in this political climate

Other ideas

- Can we create MOUs with incoming students of color to become grad students?
- Focus more on economic development versus economic growth at a societal level
- Student success needs more advisors and financial support – that would fix most issues
- Quarter system makes us more and more unique but it has positives and negatives that need to be thought about.