**Staff Focus Group**

**June 2, 2022**

**6 Staff Members**

1. UND’s Mission is “*to provide transformative learning, discovery and community engagement opportunities for developing tomorrow’s leaders*.”

What do you think are the strengths and weaknesses of this statement?

* + Strengths – 3 areas education, research and societal impacts.  These are key to any university.
  + Weakness – don’t like the ending – for developing tomorrow’s leaders.  This feels like we are trying to develop students to become leaders.  This is not forward facing.  We are leaders in education.  It has a more negative feeling.
  + Not everyone is to become leaders.  Impactful – develop professionals and improve the world we are living in – to their full potential.
  + It is directed more toward the student population.  What about student, staff and faculty.  Need to include staff and faculty.
  + Impactful leaders – we want for people to make a difference when they leave or stay within.
  + Tomorrow’s leaders – we are looking for all opportunities for our students.  Is this limiting ourselves to the educational institution.  Contributor in terms of policy setting, quality of life.  Do we stop at education.  This mission statement fits as an education institution.  But why limit ourselves.  Scientific advancement.  Social advancement.

1. Who does UND serve, and do you believe we are currently meeting these needs?

Who do you believe it should be serving and what do you think needs to change for this to happen?

* + Serve the students, staff, faculty, state, region.  Which I believe we should be serving.  We should be making an impact beyond.
  + Strengths of Med School – meeting the needs of underserved areas (rural).  When serving state of ND and beyond – serving people at all levels (income, etc.).  Are we serving all of ND?  It is difficult to measure.  We do try.
  + Needs – educational needs, health care needs,
  + We have a lot of people/groups we serve.  Students are a high priority.  There are other areas within UND.  Research or other areas may be underserved.  Large need on the research side.  We may not be serving the other areas.  Are we understaffed in some areas to make more efficient.  Grants and proposals – lack of people but we cannot push these through the system fast enough.  May be understaffed.  Invest in staff side more.
  + Funding comes from legislature.  We need to show we are serving our community.  Our research and facilitate education – still need to improve their skills (Continuing Medical Education).  Need to continue a strong work force.

1. The Core Values of UND are Community, Discovery, Diversity, Inclusivity, Liberal Arts and Lifelong Learning (see below)

* **Community:** A spirit of collaboration and connectedness across the University and beyond.
* **Discovery:** An enthusiasm for inquiry, creativity, and innovation.
* **Diversity:** An understanding and appreciation of diverse people, experiences, and ideas.
* **Inclusivity:** A welcoming, inclusive, and supportive environment for all.
* **Liberal Arts:** An educational foundation essential for living an intellectually curious, personally fulfilling, and socially responsible life.
* **Lifelong Learning:** A passion for learning, civic engagement, and community leadership.

What do you feel are the strengths and weaknesses of these Values?

* Do believe the values are well balanced.  How much is it embedded in our culture and daily values.  We have a good alignment.  Diversity and Inclusiveness – lack of diverse patient population.  Most are the same race.  SMHS is taking an aggressive approach to expand diversity and inclusion, including actions, university leadership and SMHS are consistent with decision making and values.  We are heading toward the right direction overall.
* UND does a good job in all of these.  Community will need some improvement.  The connectedness is declining across campus.  It is not as strong as it used to be.  How connected University members are has decreased.  Lack of “family.”  It needs to be part of our culture.
* Community building, One UND – need changes.  Upper administration should ensure that people are supported.  Feeling of true friendship among colleagues.  Work as a team.  Across campus, there are more disconnections.  Will help in productivity, retention.
* Being on a remote campus, it is a challenge to build a culture of community.  We vs. them.  There is a lack of community.
* Lifelong learning – there are so many activities within Medicine that are built in for lifelong learning.  If you have a good program and people don’t come, it is just a program.  Always a need for improvement. It is a mindset.  We can courage them.
* Teaching and Learning opportunities.  2 page presented to the Governor.  Community-Based faculty members – 1,100 faculty members are community based that the SMHS is working with.  1/3 of medical doctors in the state.  When they are teaching, they are participating in lifelong learning when they teach their medical students or residents.  Active in round tables and networks around the state.
* Leadership program that is offered in SD that CME credit is provided.  Intensive, 7 different sessions.  Have done 4 cohorts and it is amazing to see changes in the participants.  More active in state, medical community, and leadership being developed into lifelong learners.
* Respect – for each other. Diversity, community, inclusivity.  I realize that we do not see people being really nice to each other.  People who are mean get more time.  How do we promote respect.  Respect between employees, between supervisors, between departments.  And, civility.  And, community.  Build trust.  And promotes friendship and increases community and culture.
* To what degree do you feel these Values are part of UND’s culture?

1. What do you see as key differentiators of UND as compared to other institutions?

What are our strengths, potential areas of growth, or areas which UND should focus for the next decade?

* + Compare to other institutions – like size other universities.
  + Medical School and Law School – UND is the only institution in the state.
  + Very innovative programs – aerospace, EERC
  + Connection to our community and what is the value to our community
  + Nationally recognized programs
  + Increase advancements of college living, invest in making UND an interesting place to live and be part of
  + South Dakota campus – robot on campus that students interact with
  + How can technology enhance the way of life on campus
  + Research – may want to invest, Biomedical, Aerospace, Engineering – capital heavy research work, institutional funding, state funding is static, tuition is tied to enrollment, research is the only area that is variable – funding for new innovation, discovery – we don’t need to be a Harvard University
  + With research – communicating with student, staff and faculty – what is happening with research – communication is key, and built relationship with community – research is growing but how do we get the knowledge of research out to the community – how is this helping the needs of the state.  Gives people jobs and helps our state.

1. What does it mean to be valued as a UND employee?

* To be respected.  When asked for input, they listen to you.  Whether it is for or against what the idea is.  What is the best decision.  Valued for input.  Caring for you as an employee.  Community feeling.
* Opportunity to say Thank You.  Finances.  Compared to other states (west coast), people here have a tough time making a living with 1 job.  Cost of living is high.  We do a lot for less money because we believe in what we are doing. Improve our wages.  Feel rewarded with compensation.  To be sustainable in our operations.  Benefits – don’t realize that this is money in our pocket.  No other business pays for health care.  Benefit package is top notch.  Is it competitive enough. No change in compensation when getting additional duties.

1. What would be your vision for UND’s future?
   * Do you have any ‘big dreams’ for the institution?
   * UND Medical Center – 500 licensed bed, many medical schools own their own medical center – affiliated university owned hospital system – ND, Canada, and neighboring
   * Bring in CoNPD and School of Medicine and Health Sciences – build deeper connections between the 2 schools
   * UND changed way to treat patients – We changed medicine for the better
   * More research in public health sciences
   * Offer a collaboration between employees and community service – so many hours to provide community volunteer to different areas within the community – connect UND with the community – may offer 8 hours a year – don’t have to take vacation – a lot of companies are doing this already – volunteer work increased
   * Award lunch – years of service – had to purchase a ticket – overall picnic – grab a lunch and sit down on the lawn and enjoy everyone – President, Provost, Deans, VPs – wear hats – widely acceptable celebration – to celebrate team members
   * Finance used to have annual picnic or annual holiday party (15-20 years ago)
   * Other campuses – why travel to GF for awards from off-campus site – they have to travel to GF – and pay for everything on their own – that is not a way to thank them for their service – have a community luncheon at different sites where staff are located (Fargo, Bismarck and Minot) – would build a lot of community