

**8 Alice T. Clark Mentoring Program Faculty (Year 1 and 2)**

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?**
* Transformative is a strength – the idea of transforming over time and discovering more about yourself – aspects that are not graded
* Captures three legged stool – research, teaching and service
* Adaptation - we are not set in a certain way, happy to change as society changes
* Opportunities is a weakness – you can do this – but only if you search it out – providing all of these – but not actually doing it
* Community engagement – some focus on local, national – what is the next step and how do we define local – GF, or do we look nationally – if we wanted to broaden it or really define what we mean by local – what do we want to be seen as – only ND or more national school
* What is colleges mission statements
* Community engagement – we do a lot of case studies – community is not everything we aspire to – I am not welcomed here so how do I fit into this community
* Language of community – could also be specific types of community – state or local – variety of communities to encompass all of them – LGBTQ+ is a community
* How about “diverse community”
* Need comma after discovery
* Leadership word – I would push back – it is not organizational chart – have leadership in the language and define it – and communicate it to students – how do we think about leadership – it is all people
* It should be expanded and leaders of tomorrow or of today and tomorrow – people in the field are today’s leaders as well – take out the word “tomorrow” - leaders are continuously developing
* Faculty and staff also are leaders
* Shaping instead of developing, develop implies partnership
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?**
* Mixed bag – should be serving faculty, staff, and students and community and national community – we do a good job of serving the students
* Student groups – from marginalized backgrounds – American Indian Center closed – LGBTQ community – will get mixed answers – process to make sure we get all of the voices
* Lots of initiatives going on – diversity Is here – we are engaging in it now – finally, also has seen faculty have had to take a back seat with being served (COVID) – how much have the faculty suffered during this time
* One group that gets left behind when serving - is graduate students, they are here to do the hard work and get paid minimal, cost of living increase doesn’t happen, national issue
* There are Universities where health care is set up – isn’t happening here, we had a better plan before (changed in 2016), definite impact for graduate students
* Assistantships – are prioritized for on-campus students – limits access for online students who contribute – need accessible assistantships for online graduate students
* In person students – students have to come 60 days before assistantship starts or be an out-of-state students – this changed – why can’t they get a waiver for out-of-state tuition
* UND job internally – community (local) or statewide – there are opportunities for service and engagement statewide – state public institution, so we should serve the state – state-wide scale
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?**
* **To what degree do you feel these Values are part of UND’s culture?**
* Lifelong learning definition is odd – pulling from other categories and could fall under the other ones, definition should be more distinct
* Find it interesting that it is a core value – once they graduate, we don’t contribute 20 years ago – here is some information
* Bloom’s Taxonomy – because of their time here – I am good with it as a value – but needs a different definition behind it
* Faculty should be committed to lifelong learning – feel like I would be open to aspiring to be a lifelong learner and students as well
* Liberal Arts – personally fulfilling – would it be better under lifelong learning or connected to discovery, could be intellectually curious, some confusion with the wording
* Personal fulfilling, lifelong learning, OLLI program
* Liberal Arts is in Core Value – because we are defined as the Liberal Arts institution – not just talking about the Humanities, but includes sciences as well – public, should be in there, but discuss why it is important
* Makes sense to have Liberal Arts – it should stay – educational foundation – encompasses both stem and liberal arts, tie liberal arts into discovery
* Research can take the form of building rocketships, and discovery and creativity are also part of it
* Diversity – instead of ideas, use views, we want you to come to college and be exposed to different viewpoints, ideas may be too restrictive, diverse ideas, diverse values or viewpoints, cultural diversity, like the idea of values
* Commitment and appreciation instead of understanding and appreciation for Diversity

**Is this part of our actual culture?**

* Need to pay more attention to Liberal Arts – when budget cuts occur, liberal arts are cut, tie in diversity and inclusivity in everything
* We struggle with inclusivity – I am not sure what the conclusion is – we are mostly white, being around people with similar backgrounds – we are not very diverse,
* Who is excluding and including – who has the ownership, Can expand it to social justice
* Equity is missing, should be included, fairness, equity is a reflection of our outcomes, do we have student turnover faculty turnover – do we have equitable outcomes
* Taught diversity in higher education – diverse students – we want to do these things, but do we know how to – why isn’t this in the student policies, we don’t know who to implement these concepts – what does this translate to – missing training, creating awareness, people don’t know how to respond difference or change
* Went online for COVID – taught in rural area – got all students internet for all students – in a different school – if students here didn’t have the resources, did UND offer free internet for students and was there equity for all students – if students can’t participate because they can’t
* We can do better – buzz words – if push back happens – we have seen one example – fear that if there is push back, what happens, can mitigate with words – equitable outcomes – or equitable support – need more support for marginalized students, it may be a buzz word – but being a person of color is not a buzz word – there has to be sustainability and commitment to diversity – is the state of ND ready for it
* Looking at this – it seems very informative – leadership – who is implementing – token leader
* Culture – divide on teaching institution or research institution – moving into R1 or other – what are we focusing on – and what does this look like
* Research, teaching and service – it differs among faculty
* Lessons to have diversity in the classroom is important, what are our students experiencing
* Balance – and tension of research versus teaching – creative tension
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?**
* Focus on liberal arts, liberal education – can help round students’ experiences
* From faculty and students – a lot of opportunity for development – research, ATC, geographically located, advanced my CV by 2 years within just 1 year due to opportunities, lots of potential for growth
* Large university with small feel
* Stretched too thin – don’t always need to focus on being bigger – R1 – let’s focus on what we have
* Aerospace and Engineering – doing well as far as discovery and research – focus on our strengths
* Sustainability – sustainable growth – not necessarily environmental – don’t make rash decisions to grow rapidly, need stability, what happens in 3 years, in 5 years, in 10 years, under 18 years old are declining
* Teaching is a strength, opportunities to grow as an educator, innovation and research side there are plenty of opportunities as well – good balance between teaching and research – positive tension – can we continue with both and sustain both areas
* Area of growth – trying to expose students to more research – students are excited about research – student research jobs
* Drowning in opportunities? – decreases community engagement if students don’t leave campus – is there too much?
1. **How do you describe UND to your family, friends, and neighbors?  - did not have time**
2. **What would be your vision for UND’s future?**
* **Do you have any ‘big dreams’ for the institution?**
* Aerospace should be more connected to campus, they are in a bubble, makes it seem like it’s a separate campus
* UND and U of Minnesota – seemed like a mini city – convenience stores – couldn’t tell the campus was not part of the city – integrate more of the city to campus, don’t leave campus to go get groceries
* Parking – not community friendly – will have to park on the street if they don’t want to pay for parking
* Connections with other institutions in the state – Tribal colleges, K-12 sector, NDSU, having a better connection throughout the state, establish pathways with all institutions
* More cross-disciplinary activities – research, education – providing students with more diverse education and growth
* Research for students – student scholars, focus on both teaching and research
* Idea of having an extension of campus and doing it well – international students, frame what the virtual campus looks like and be able to excel in teaching, Blackboard – is our LMS, but how do we engage with online students, students from different time zones – do we have the resources in the library – human component – imagining an extension (virtual) campus where students are engaged, as online continues to grow
* Need orientation for online learners