

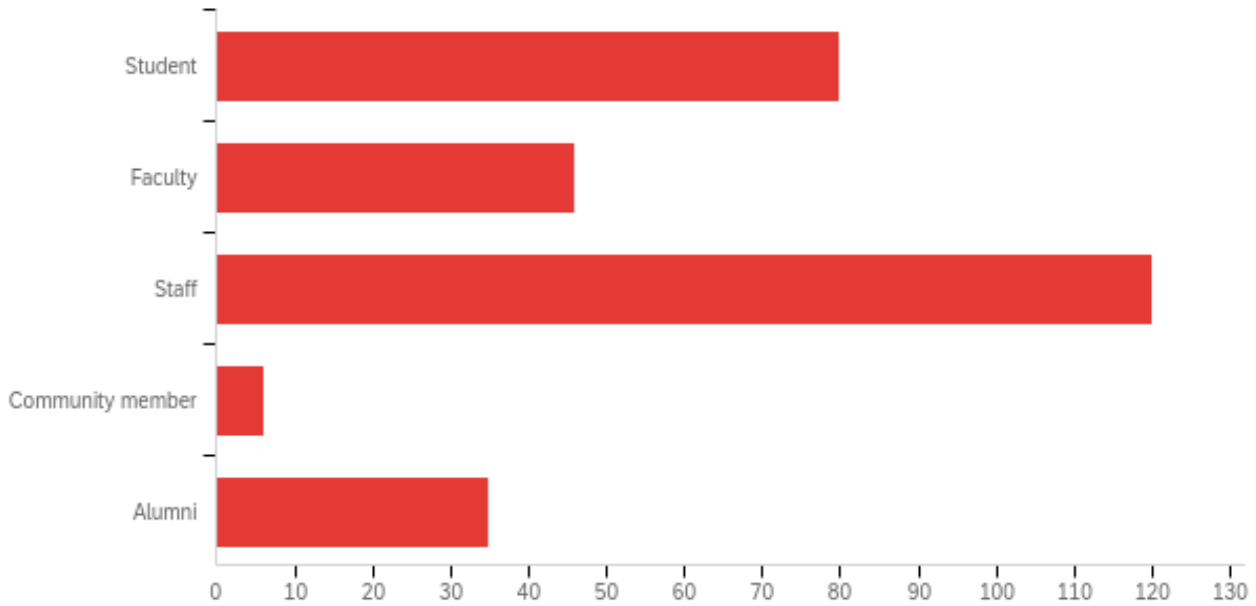
Feedback on UND Mission, Vision, and Values

October 10th 2022, 5:50 pm MDT

Report Created by University Analytics & Planning

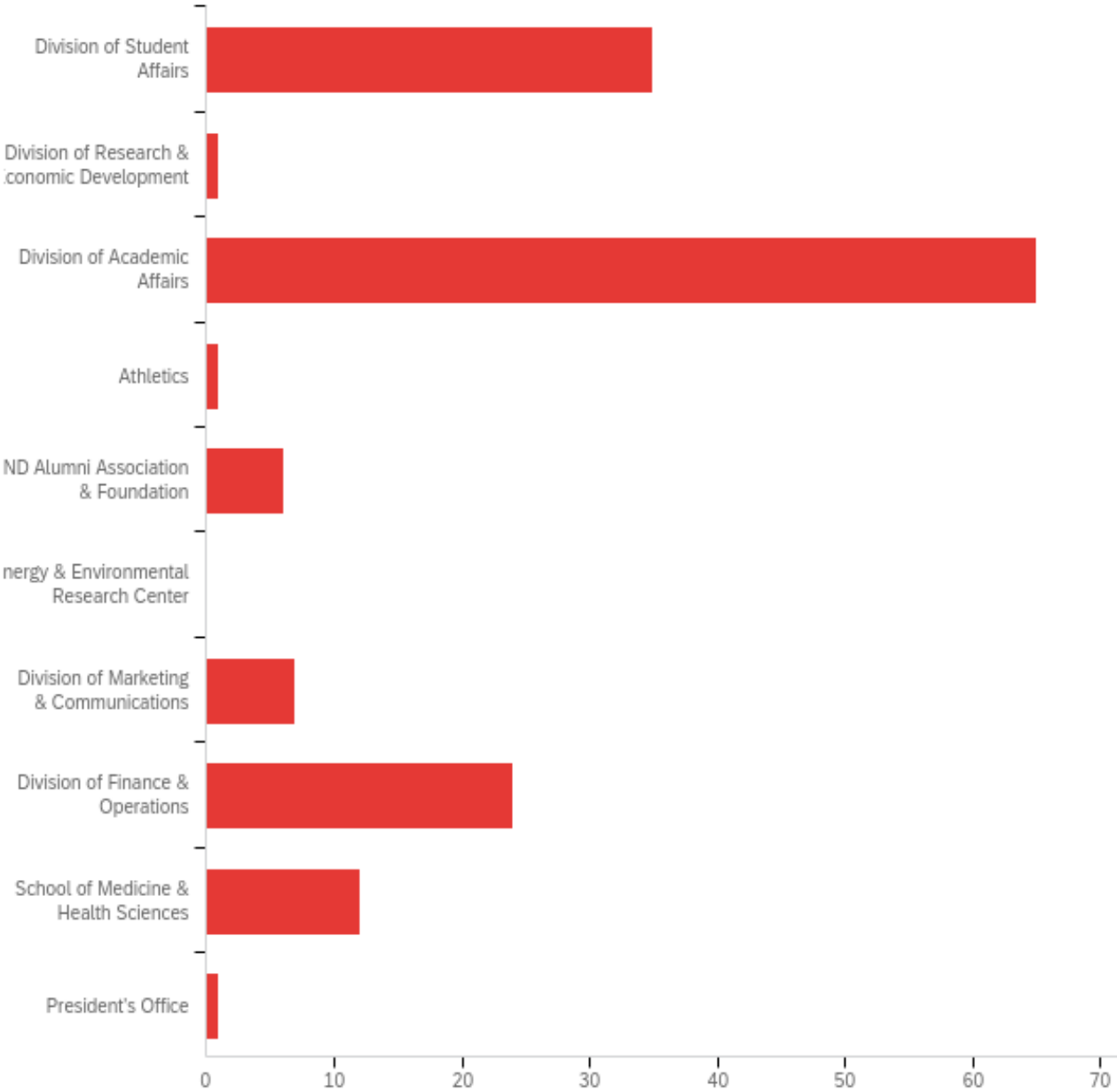
NOTE: All names, titles, and/or descriptions clearly identifying an individual(s) were replaced with "INFORMATION REDACTED".

Q6 - What is your affiliation with UND?



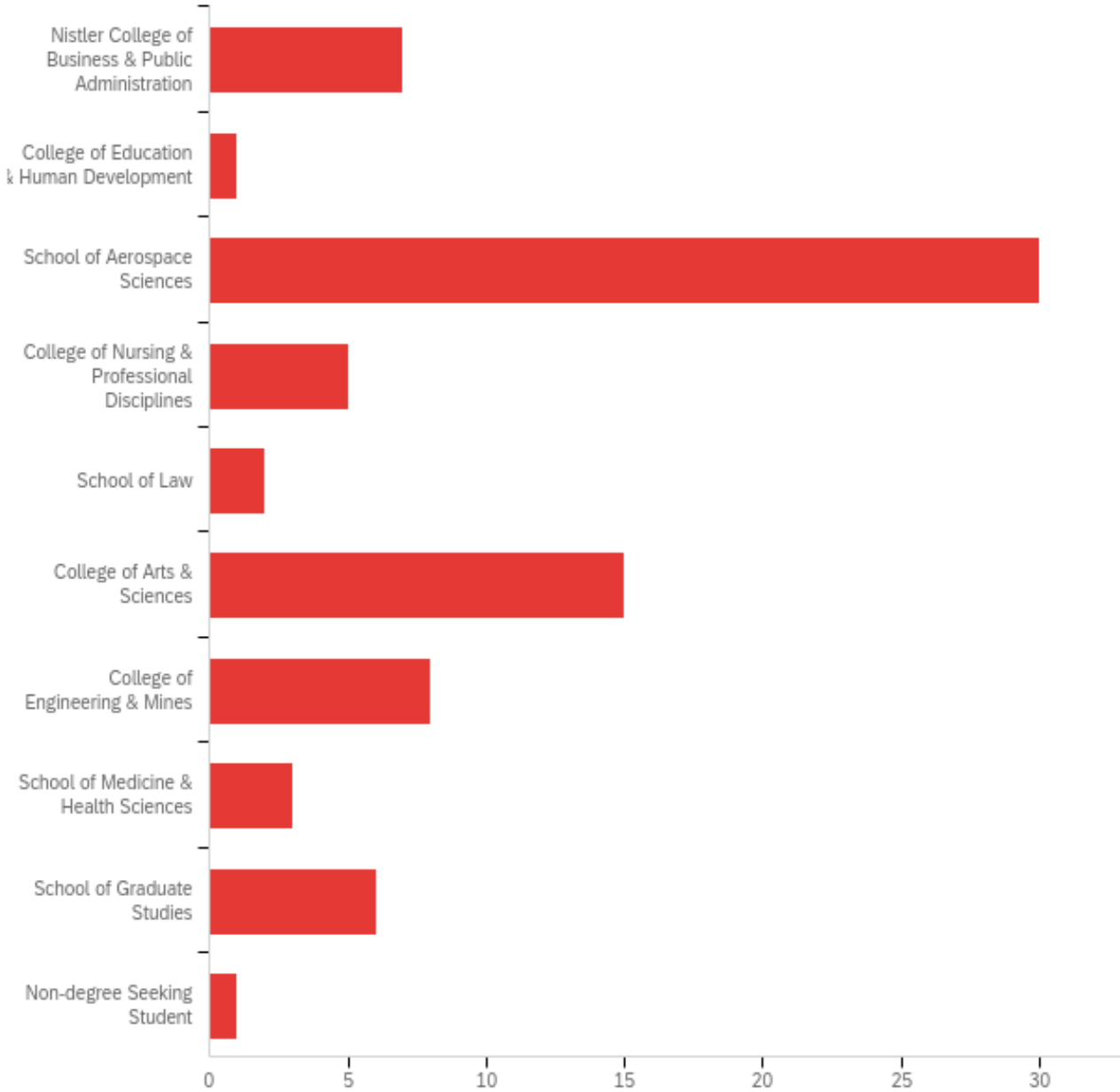
#	Answer	%	Count
1	Student	27.87%	80
2	Faculty	16.03%	46
3	Staff	41.81%	120
4	Community member	2.09%	6
5	Alumni	12.20%	35
	Total	100%	287

Q8 - As a UND faculty or staff member, what division are you affiliated?



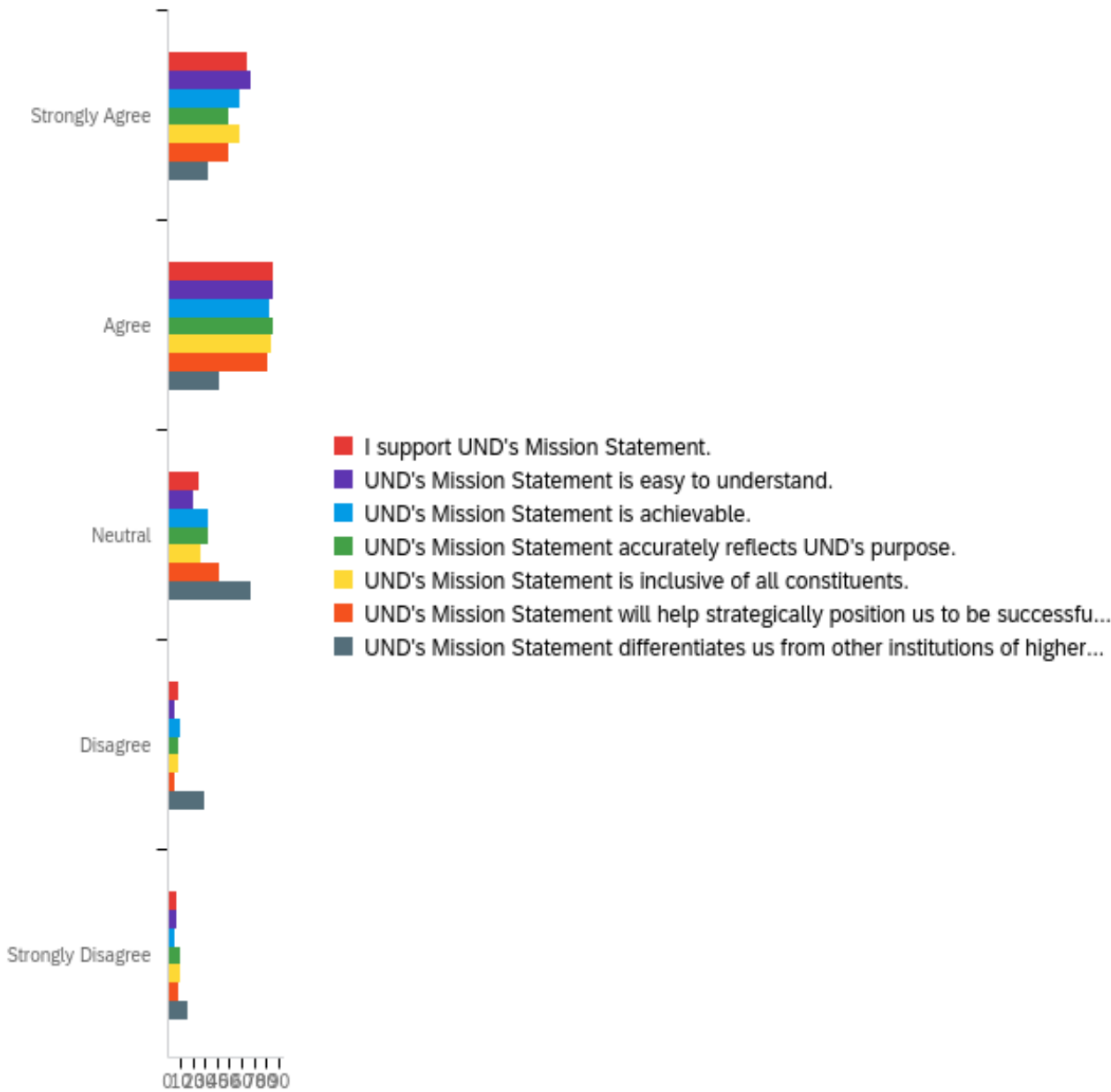
#	Answer	%	Count
4	Division of Student Affairs	23.03%	35
5	Division of Research & Economic Development	0.66%	1
6	Division of Academic Affairs	42.76%	65
7	Athletics	0.66%	1
8	UND Alumni Association & Foundation	3.95%	6
9	Energy & Environmental Research Center	0.00%	0
10	Division of Marketing & Communications	4.61%	7
11	Division of Finance & Operations	15.79%	24
12	School of Medicine & Health Sciences	7.89%	12
13	President's Office	0.66%	1
	Total	100%	152

QID7 - As a UND student, what college/school is your primary program located?



#	Answer	%	Count
1	Nistler College of Business & Public Administration	8.97%	7
2	College of Education & Human Development	1.28%	1
3	School of Aerospace Sciences	38.46%	30
4	College of Nursing & Professional Disciplines	6.41%	5
5	School of Law	2.56%	2
6	College of Arts & Sciences	19.23%	15
7	College of Engineering & Mines	10.26%	8
8	School of Medicine & Health Sciences	3.85%	3
9	School of Graduate Studies	7.69%	6
10	Non-degree Seeking Student	1.28%	1
	Total	100%	78

Q2 - UND's Proposed New Mission Statement Please indicate your agreement with the following statements below.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I support UND's Mission Statement.	1.00	5.00	1.98	0.98	0.97	191
2	UND's Mission Statement is easy to understand.	1.00	5.00	1.92	0.96	0.93	187
3	UND's Mission Statement is achievable.	1.00	5.00	2.05	0.97	0.93	189
4	UND's Mission Statement accurately reflects UND's purpose.	1.00	5.00	2.17	1.04	1.08	187
5	UND's Mission Statement is inclusive of all constituents.	1.00	5.00	2.09	1.06	1.12	187
6	UND's Mission Statement will help strategically position us to be successful moving forward.	1.00	5.00	2.16	1.01	1.02	187
7	UND's Mission Statement differentiates us from other institutions of higher education.	1.00	5.00	2.76	1.16	1.36	187

#	Question	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Total
1	I support UND's Mission Statement.	34.03%	65	45.03%	86	13.09%	25	4.19%	8	3.66%	7	191
2	UND's Mission Statement is easy to understand.	36.36%	68	45.99%	86	10.70%	20	3.21%	6	3.74%	7	187
3	UND's Mission Statement is achievable.	31.22%	59	43.39%	82	17.46%	33	5.29%	10	2.65%	5	189
4	UND's Mission Statement accurately reflects UND's purpose.	26.20%	49	45.99%	86	17.65%	33	4.81%	9	5.35%	10	187
5	UND's Mission Statement is inclusive of all constituents.	31.02%	58	44.92%	84	13.90%	26	4.81%	9	5.35%	10	187
6	UND's Mission Statement will help strategically position us to be successful moving forward.	26.74%	50	43.32%	81	21.93%	41	3.21%	6	4.81%	9	187
7	UND's Mission Statement differentiates us from other institutions of higher education.	17.11%	32	22.46%	42	35.83%	67	16.04%	30	8.56%	16	187

Q3 - Missing From Proposed New Mission Statement What is missing from UND's proposed new Mission statement? [Please number each item within the text box below]

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Education is for more important than being part of the workforce. Being prepared for the workforce is a byproduct of education, perhaps, not the goal.

As a statement that should clarify why UND exists - what is the UND's purpose - the draft statement is not concise enough to be easily remembered or even easily understood. It should be succinctly written in clear and concise language, not in multi-part sentences drafted by committee. The words about "commitment to affordability and access" do nothing to explain why we are here. This should be a statement that can be remembered, at least paraphrased. As written, this does not meet that expectation. "UND empowers people to be leaders" is the memorable part of this mission paragraph.

1. Staff, specifically finance and operations employees - I understand most of the work is done behind the scenes, but it integral to the University's and students' success. It's unclear how this group assists with the mission as stated.

I would include a campus culture where students can grow intellectually, emotionally, spiritually with an opportunity for lifelong relationships with fellow student, faculty and the UND community.

For a more inclusive statement, there may need to be some mention of indigenous communities. It would go along way to help repair relationships.

Equality, not equity

1. High quality workforce, with an unmatched work ethic (this is missing in many institutions and companies)

I disagree that it this university is affordable.

Something about being leaders.

Don't change sioux callsign for UND aviation

Sioux

keep the Sioux callsign. It's just a name.

It's ok. Sounds pretty corporate and bland like many other mission statements. The old one was short, simple, and focused on the future. This allowed for a looser interpretation. Both have their positives but I slightly prefer the old one.

Change the name back to the Fighting Sioux you racists

Bring back the Fighting Sioux mascot as it means a whole lot more to our community and state than being call the "Fighting Hawks." The Fighting Sioux name was an honor for us to have.

LETS GO SIOUX! KEEP THE CALLSIGN!!!

Sioux Forever

The statement indicates that diverse people and perspectives are respected but that is not true. Indigenous Peoples continue to be disrespected and devalued on campus by allowing things such as the "Sioux Alumni Awards" and "Sioux Shop" to exist and sell merchandise with a Sioux logo on it. Research demonstrates that those types of actions create a hostile environment that is harmful to Indigenous Peoples. Therefore, this statement is false. In the Aspire section it indicates that UND is taking responsibility for words and actions and to promote practices related to well-being, while the actions noted above directly contrast with the well-being of Indigenous

Peoples. As such, these false statements should be removed, as UND has not demonstrated any action towards changing these extremely concerning practices.

I would make one change - I would take out "affordability and" and keep the focus on access. As a one-time first-gen student from a family that had limited resources, "affordable" is a very subjective term that I don't believe we can promise. Also, it can limit our ability to increase tuition if that does become necessary. However, we can remain accessible by making more financial supports available in the event that happens.

I'm not sure what's missing. It sounds great but we don't live it.

1. I am disconcerted and saddened the the Mission statement does not include any of the following words: knowledge, learning, intellect, or scholarship. What are we doing here?

UND is a great school and having listened to the few minutes video on YouTube when INFORMATION REDACTED highlighted the 7 point agenda of the mission statement. As a prospective, student inclusion within and outside the campus is a good idea. Feeling safe and the wellbeing of students is paramount. Kudos to the amazing teams and I love the entire mission statement.

Its not what's missing in the statement, but the institution inability to live up to those standards.

1. A nationally recognized quality educational institution. Needs some way to distinguish from all other ND colleges, including NDSU.

First sentence should be stronger. Start off with something more bold.

(1) generate a high-quality workforce: Can we say we aspire all UND community members to be a leader in their professional and academic careers? (2) We serve our students... : A little narrow? What about "we serve all individuals who decide to join UND".

Reference to the tribal people of this region.

Express inclusivity. As a Native American student, I have been amazed as how welcomed I have felt attending UND by the faculty and staff.

It seems rather generic, as if it could apply to almost any university. What about highlighting UND's key strengths?

n/a

1. Commitment to a liberal arts education 2. Broad range of educational experiences

1) It doesn't really position itself as the state's flagship university. In fact more people outside of the state are more familiar with and approving of NDSU. Someone should look into why this is so. 2) As a statement, it sounds to be written so broadly that anyone can really read anything they want into. 3) Further, "inclusivity" is only one facet of diversity, equity, and inclusion. The way it is written here, it means more "welcoming," but that doesn't really capture anything socially innovative.

Brevity is the soul of wit you need one simple line. "We are here to educate people affordably, and foster research and innovation." Please get rid of all the other marketing wank.

1. The proposed statement is more than a normal mission statement. The best Mission Statement should not be longer than one short sentence. 2. After the statement, in the next paragraph or bullet point should be the explanation of how the mission will be accomplished. By dividing the proposed statement into two parts, that will be properly done.

1. The first sentence is simplistic and vague.

It works just fine as a revamped mission statement. As a fairly general statement, I do not see how it differentiates UND from other institutions. I'm sure other universities would argue that they do the same things. This seems like an ad to me. A lot of big words, some with murky meanings, and all very standard for a university. Not very meaningful, I don't think.

If a high school student does not envision themselves as fitting within the traditional definition of a "leader," might the first sentence of the mission statement cause them to feel excluded? Perhaps the first sentence could add a clarifying phrase at the end, something like "UND empowers people to be leaders in multifaceted ways" (or

various, multiple, numerous, etc.). We would not want to exclude people who are first generation, from rural communities or traditionally marginalized populations, introverted, etc., who may not fit the typical image of a "leader" and therefore might feel they are not welcome or would not fit in here. Additionally, in the tradition of Thomas Jefferson, the historical foundation of higher education in the United States is the production of an educated citizenry who will actively participate in an informed manner in our democratic system of government. I believe our mission statement should reflect that history, as informed civic participation is as crucial today as ever. Therefore, perhaps the second sentence could state "With a commitment to affordability and access, we provide unmatched educational experiences that enrich lives, generate a high-quality workforce, and produce well-informed citizens dedicated to civic participation."

1. What is missing? The role ethics plays in UND's mission. 2. Regarding the final question about differentiation: the sole difference that I can see is, I suppose, obvious and I don't mean anything snarky by it, is the inclusion of the state's name. Otherwise, it seems to me that every other university could claim the same statement.

1. I think the fact that we are the first university in ND, we are the flagship university in ND, and we were established before ND became a state are all elements that could be highlighted. It fits in with the "Leaders in Action" theme by leading the way for education in our state.

Clear reference to excellence

There is no mention of faculty and staff well-being or their contributions to the university. I am also disheartened to read the emphasis on creating a "quality workforce". A university is not a trade school or vocational institute. Any talk of "affordability" worries me as well because I have been through many budget cuts with my department always being negatively affected.

1) sustainability, "...commitment to sustainability, affordability and access...". This will set us apart from many universities.

1- it is vague 2 - it is long

Rural

1. Something to reflect or celebrate the unique history and heritage of North Dakota.

1. A commitment to diversity and equity 2. Honoring the lands on which our university was founded

I would like to see the phrase leaders in action, as we highly brand UND with this phrase. We not only create leaders, but leaders who take action in each of their endeavors or fields.

There are many who do not feel called to be leaders and/or have no desire to be, and we should be ensuring that they know that's okay. Additionally, the phrase "generate a high-quality workforce" focuses only on what the students will be able to give to the economy after they have graduated, not what they are actually obtaining from us (hopefully a high-quality education, which is more effective) or a desire to create students for life (those who are always learning and giving back to their communities). This mission statement currently sounds like we're trying to generate more workers to continue plodding along instead of evoking our desire to educate people who can enrich their communities and their own lives through what they learn at UND.

1. The biggest problem with this mission statement is the focus on developing a workforce. Universities were not intended to do this. That is the job of community colleges. Our task is to create more informed citizens, and the process of doing that gives students (generally) skills to make them more employable. 2. This mission statement looks like that of many other colleges and universities--many of whom have better brand recognition than do we. How is it a strategic plan if the goal is to become the equivalent of what our peers did 10 years ago? The old adage is that unless you are the lead dog, the view never changes seems to ring true here. We should capitalize on our strengths. We should also look at capitalizing and branding those things that make us a unique draw for students. Until such time that we can address those issues, it would seem that we are simply trying to replicate the success of others and minimizing our own identity in the process.

UND employees

Do we really want to project ourselves as only promoting the development of leaders? Teams make businesses, laboratories, offices, and institutions successful, not just the leaders. Leaders don't succeed without a team-based approach.

Student growth / development.

Nothing. Concise is best.

Do we sound "cheap," by putting the word "affordability" in the statement? I don't think the word "affordability" is attractive or empowering. As a state-supported university, affordability is implied, in my opinion, without needing to be written into the Mission Statement.

How about just empowering people to be good people and great citizens. Frankly, not everyone desires to be, or will be, a leader.

Reality. Claiming we provide unmatched educational experiences is not rooted in reality. Are the readers supposed to believe that we provide the best educational experience on earth? This phrase makes me want to stop reading because I think the rest of it will be flowery nonsense that was written because it "sounds good." I do think that the rest of the mission statement is very good.

1. The mission statement makes several claims. It does not say what the U's mission is. For ex. to offer affordable and accessible education, to serve...etc. 2. Learning -committed to provid"e" a strong liberal... 3. Equity -all members of the UND community. Only those! 4. Learning, equity, discovery and service are all "nouns." So, Aspiration; not aspire.

"Equity. We respect diverse peoples, perspectives, and ideas and support actions that are inclusive of all members of the UND community. We are committed to promoting fair and equitable living, learning, and working environments by removing barriers to inclusion—environments characterized by mutual respect and equal access to resources and opportunities. We view inclusivity and equity as more than mere words: we seek to use these values to empower all members of the UND community." I do not believe we are meeting this goal. Not all people are given the option to work from home. The new "standard" is not conducive to the work that people were hired to do on campus. Animosity is there but if we as a university would rather turn a blind eye, it won't belong before we lose our vision to what is important.

Change the name back to Sioux. Did UND consider asking the tribes how they felt about it or did they think they know what's good for them? Doesn't make sense to me

Do we have "a commitment" to access? Does "workforce" need to be there? Feels like that serves the rhetoric of the Republican supermajority of the state more than anything.

Not a fan of the inclusion of work force. We are not a factory pushing out cogs. Would support a different way to say a similar thing.

Keep every remaining tie that UND has to its old legacy. The NCAA made us change it. The Sioux people didn't have a problem with our logo, the NCAA did. This is a new administration so you didn't see the outrage when the logo was changed. The Sioux name and logo was not racist, but continues to be a legacy of the school and we need to keep remaining ties that we have to the Sioux name and logo. Do not change the Sioux call sign, or any other long lasting things tying this University to its past. I understand that sacred objects were found and kept on campus, that was a failure on the part of UND, but you are working to fix this. We can't punish the whole University for administration's mistakes. Forever Sioux.

Its pathetic how DEI has driven this school into the ground. It meant something to go to this school once. It meant something to be part of the North Dakota Fighting Sioux. This school has been stripped of everything of its former self. This school has gone backwards because of the cowards and functioning illiterates pushing DEI. It is sad to go here now. This school will never recover.

Mission Statements need to be precise and address high level intent. UND is committed to access and affordability providing exceptional experiences to enrich the lives of North Dakotans and the global community through education, research and community engagement.

Mission Statements are very brief high level statements. I suggest the following UND is committed to access and affordability providing exceptional experiences to enrich the lives of North Dakotans and the global community through education, research and community engagement.

STOP WHITE WASHING THE UNIVERSITY OF NORTH DAKOTA

STOP WHITE WASHING THE UNIVERSITY OF NORTH DAKOTA

Keep the Sioux Callsign for UND aircraft.

UND should not continue to white wash the university by erasing the representation of Native Americans that roamed the land that the University of North Dakota stands on today. Discontinuing the callsign "Sioux" will completely eliminate the name from anywhere in the university except for in the Ralph which is privately owned. New students in the future may not understand or appreciate the history behind the Sioux name if the white washing continues. We will just become another plain old university if we have not done so already. Instead of just white washing the entire university of everything Native American, the university should strive to embrace the history for generations to come. SIOUX FOREVER

Fighting Sioux

UND is slowly taking tradition away. UND thinks they are doing good but it's not. The native tribes need to be remembered as this was their land and we remember them by keeping their tribe name around removing their name removes them from history. UND is becoming racist and they don't see it because they think they are doing the right thing.

Something about the spirit of UND and its people. We are passionate people with a long standing tradition of producing hardworking individuals so think that should be touched on.

We serve all students....

I am extremely disappointed in the focus on "leaders" and contributing to the "workforce". What's missing is a focus on 1) critical thinking via the 2) liberal arts to foster more 3) engaged citizens who can contribute using their individual strengths (not everyone wants to or can be "leaders"), to improve 4) equity and quality of life in ND

Diversity, equity, inclusion

We serve our students, the people of North Dakota, and the global community through innovative research, excellent teaching, and community engagement. What about adding co-curricular experiences? Right now it almost all refers to the job that faculty do, and doesn't speak to staff very much.

excellent teaching should be listed before innovative research

I would like to see something about affecting positive change in our region based on our research and creative activity, both within the region and globally. I think we need to be aspirational in leading in research/creative activities.

There is no reference to the whole student in terms of health and wellness.

I don't know if something is "missing," but the emphasis on leadership (which I know is UND's "brand") feels exclusive. Not everyone needs or wants to lead. There is also value in partnership, collaboration, working behind the scenes, etc. Why not, "UND empowers people to be leaders and thinkers," or something similar. We are educating minds, not just paving the way for people to be in leadership positions.

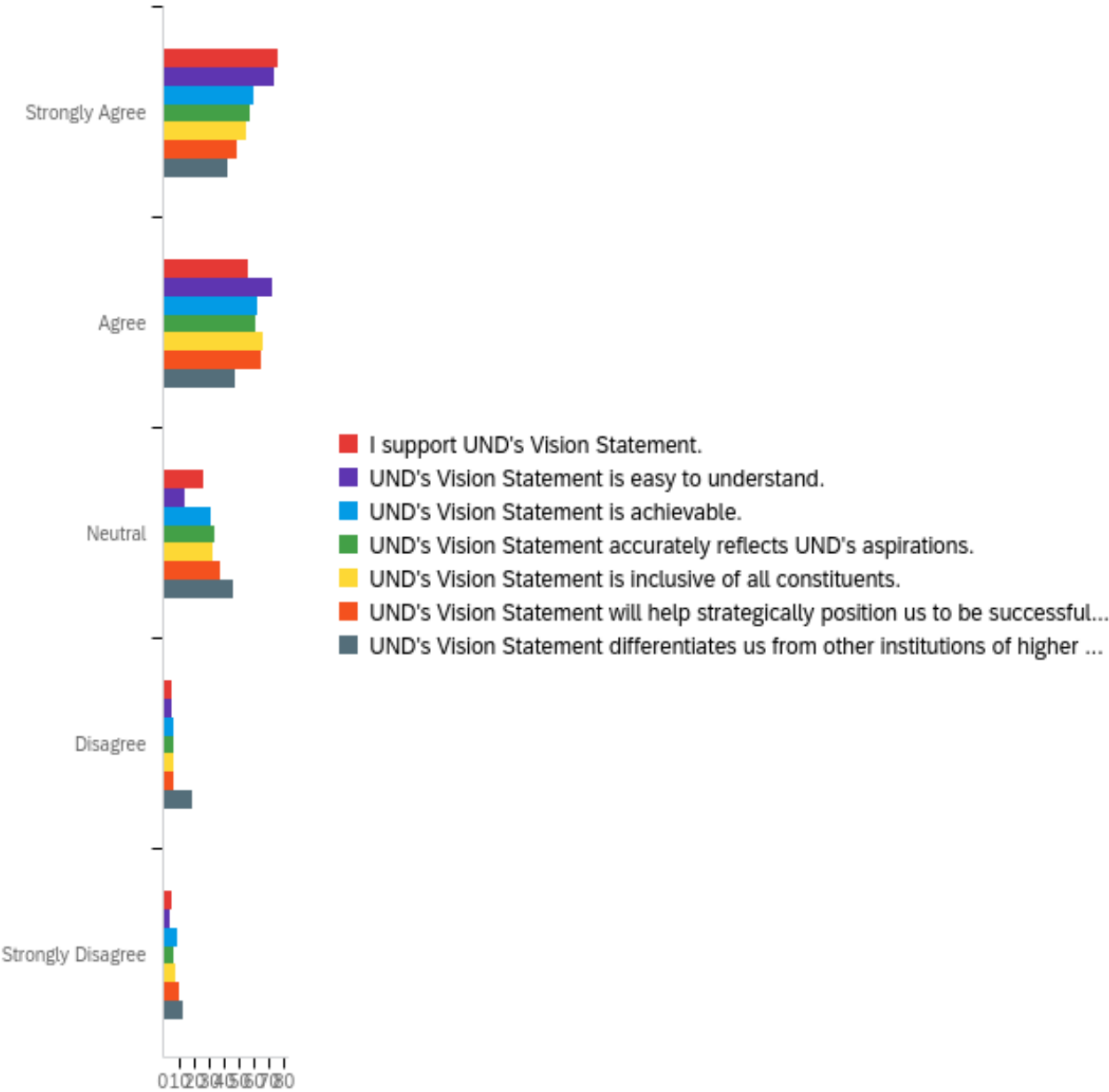
its hard to say its achievable with no metrics, however, metrics are not usually found in mission statements, so asking above if its achievable, is likely not a fair question. Also, as far as differentiating from other colleges/universities... you cannot wordsmith it enough to be different, we just need to believe it can be achieved internally, it doesn't matter what others are doing...

1. My first concern is with the "high quality work-force." Career outcomes are important but only one part of our mission. Could we use "high quality graduates"? This speaks more to continuing on to graduate school. I would prefer "high quality citizens" or "high quality members of a global community". 2. Can we commit to the idea of "affordability and access". Mission statement should be the long term objective and should not change regularly. "Affordability and access" has not been a primary objective over the last several year. I think this is a great part to keep in the mission but want to make sure that this is really what we are going to push for and be willing to support. "Access" may result in higher need for academic support and resources.

It is difficult for me to identify things that are missing, but it is uninspiring to read a commitment to affordability in the first line of the mission. It makes us sound like an institution of "discount education" and to see the sentence end with a commitment to a "workforce", it makes me believe that we are looking to be a transactional institution where students can get an education for a bargain rather than a transformative place of learning and discovery as our current mission now suggests. It's uninspiring and lacks aspiration.

This doesn't speak from the voice of a student, but from a voice of staff/faculty/administrators - is there a way to make it from the voice of students?

Q14 - UND's Proposed New Vision Statement Please indicate your agreement with the following statements below.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I support UND's Vision Statement.	1.00	5.00	1.89	1.02	1.04	172
2	UND's Vision Statement is easy to understand.	1.00	5.00	1.79	0.91	0.82	171
3	UND's Vision Statement is achievable.	1.00	5.00	2.08	1.08	1.17	171
4	UND's Vision Statement accurately reflects UND's aspirations.	1.00	5.00	2.07	1.04	1.08	168
5	UND's Vision Statement is inclusive of all constituents.	1.00	5.00	2.09	1.05	1.10	170
6	UND's Vision Statement will help strategically position us to be successful moving forward.	1.00	5.00	2.21	1.10	1.21	170
7	UND's Vision Statement differentiates us from other institutions of higher education.	1.00	5.00	2.48	1.20	1.44	170

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I support UND's Vision Statement.	44.19% 76	33.14% 57	15.70% 27	3.49% 6	3.49% 6	172
2	UND's Vision Statement is easy to understand.	43.27% 74	42.69% 73	8.19% 14	3.51% 6	2.34% 4	171
3	UND's Vision Statement is achievable.	35.09% 60	36.84% 63	18.71% 32	4.09% 7	5.26% 9	171
4	UND's Vision Statement accurately reflects UND's aspirations.	34.52% 58	36.90% 62	20.24% 34	4.17% 7	4.17% 7	168
5	UND's Vision Statement is inclusive of all constituents.	32.35% 55	39.41% 67	19.41% 33	4.12% 7	4.71% 8	170
6	UND's Vision Statement will help strategically position us to be successful moving forward.	28.82% 49	38.24% 65	22.35% 38	4.12% 7	6.47% 11	170
7	UND's Vision Statement differentiates us from other institutions of higher education.	25.29% 43	28.24% 48	27.65% 47	11.18% 19	7.65% 13	170

Q15 - Missing From Proposed New Vision Statement What is missing from UND's proposed new Vision statement? [Please number each item within the text box below]

Missing From Proposed New Vision Statement What is missing from UND's proposed new Vision statement?
[Please number each item within the text box below]

I do not see anything that is missing

"Wonder" and "greater good" are vague- what does this mean? Everyone could define these differently- this could be a good thing but is also a bit confusing.

1. I LOVE the vision statement. How do staff, particularly those in finance and operations, support it and help position UND to be successful?

The opportunity to establish lifelong friendships and relationships which enhance our growth and opportunities as leaders and citizens.

The vision statement should be inspirational to members of the university community. While the statement uses the word "inspire," it is not clear to what end we are aspiring for. It may be good to have a yardstick by which we want to be measured 5-10 years down the line. I know there is resistance to things like R1 status and such, but some sort of measure such as "a preeminent research university in the Upper Midwest" may point to what we are moving towards rather than generalities.

1. commitment to excellence.

1. Honesty and integrity in the face of mistakes/errors

Keep the Sioux callsign

LETS GO SIOUX!

Sioux Forever

Consider adding a comma after "a love of discovery" as it is separate from the next phrase. To inspire a sense of wonder, a love of discovery, and a commitment to serve the greater good.

too short and needs greater detail.

If commitment to serve a greater good for ALL actually takes place then this statement will serve the institution well in the future.

I love the mission statement and I a prospective student, watching Prof Jim highlights the 7 point agenda I feel encouraged to come to UND

I don't like the word "love". Would try the word "passionate" instead.

I hope to see intellectual freedom, equity and equality, and cultural endeavor as a part of our vision.

This is another very generic statement which could apply to almost any university. There are many different ideas on what serving "the greater good" entails.

n/a

Inspiring a sense of wonder and love of discovery is all well and good, but is also wishy-washy. A commitment to serve the greater good is more concrete sounding. Rephrase perhaps to be have a more specific nature.

1. Oxford comma

1) "Wonder" and "discovery" sound really weak for a research university and sounds to continue along a teaching vision; 2) missing is a vision of addressing the complexity of our world and the complex problems our world is facing in new and critical thinking ways

Yet again more marketing wank. All you need is "To inspire a sense of wonder and discovery." By greater good who's greater good that's subjective.

1. Teach students that they will have to work to achieve the desired ends

I like the vision - one thing that comes to mind is the idea of the greater good. That can hold opposite truths for individuals and what the "greater good" means. How would UND define the "greater good?"

I especially applaud the commitment to serve the greater good.

Offering my unsolicited \$0.02: I like this one much better than the previous one. It's snappy and inspirational. I prefer shorter mission statements because they can be included unobtrusively in many applications (letterhead, email signatures, etc.) and are easily remembered.

1. I think the statement is good, but I think maybe the first part of the statement (To inspire a sense of wonder) could be framed differently. I like the idea of adding an ambition element to this statement. "To ignite the flame of ambition", "to embrace ambition/to challenge ambition", etc...

Missing DEI, overall feel the vision is too generic

This is a joke!!! Students do not come here with a sense of wonder, a love of discovery or a commitment to serve the greater good. All they care about is getting trained for a job. They are too focused on checking off requirements and have no interest in anything outside of their chosen job/career--they claim they have no time for that. As a faculty member in a Humanities field, I have tried to fight this for decades.

Clarification of what "the greater good" means. This part of the statement is vague.

- It is too fluffy and should feel more tangible

A sense of wonder seems flakey.

Suggest "Instill" vs "inspire". That is more active/action oriented

I like this vision statement much more than the previous version. It is clear, to the point, easy to understand, and motivational.

More about this type of thing should be in our mission. I know the vision statement is our next steps, but if we are starting from only seeing students as a future workforce then this vision becomes less laudable and seems less achievable.

Again, we are focusing on the same things as others. To some extent, that is to be expected. But why would this, or any of the work coming from this, be enough to recruit the best and brightest-students and faculty-to come to UND rather than go to a place with a more agreeable climate (for some) and/or better brand recognition?

it's fine

Focus on research, education, and job preparation.

The "greater good" sounds very vague and hints at "anything that one considers 'greater good' could be valid, without feeling like there's a unifying principle or cause.

I think there should be a comma after the word "discovery". This would emphasize the final two points.

Leadership needs to address the problem of equity. Not just speak about it. This stems from the article that was in the GF Herald a few months ago. Wages need to reflect the market. Those that work from home are seeing an "unseen benefit" and gaining an attitude of we like what we had during Covid why should we stop. Time to revamp what is a benefit to UND and the rest of the people who work at UND.

Change back to Sioux

The Oxford comma after the word "discovery." Ha ha

Include something cultural that supports our non-American students and our students of color

I prefer this tone, but it doesn't feel like it aligns well with the mission. Authored by two groups/voices?

1- Oxford comma

A specific goal or purpose that would differentiate us from other higher ed institutions. Premier university of indigenous education, the best regional employer for high quality staff and faculty, etc.

Inspire a sense of wonder? Who the fuck wrote that. If you want a vision statement have a vision for the school first that actually is consistent with the value of real students that go here.

Terrific - concise and to the point

Nothing missing just to wordy be precise - looks like committee work where everyones words needed to be included.

STOP WHITE WASHING THE UNIVERSITY OF NORTH DAKOTA

STOP WHITE WASHING THE UNIVERSITY OF NORTH DAKOTA

Keep the Sioux Callsign for UND aircraft

The university should have a vision to improve the appreciation for our nation's history. Not to white wash the representation of Native Americans. The goal to remove the "Sioux" callsign from UND aircraft is the last step to completely white washing the entire school, and will be the nail in the coffin. The university should strive to embrace the Sioux name and Native American history for years to come, otherwise the history and representation of Native Americans will wash away forever.

To me, a vision statement provides insight into what UND hopes to achieve or become in the future. It is future-focused with an aspirational goal in mind so all of UND can move in the same direction. I think this generic, ambiguous vision statement is what UND is already doing. It doesn't paint a concrete picture of where UND wants or needs to go. I think our current vision of being the premier institution on the Northern Plains does a better job of that - it's something UND aspires to be. This proposed vision is what every higher ed institution is already doing (or should be doing as an institution of higher learning). There's nothing unique about it. Seems more like a Purpose statement instead.

I just don't love the "sense of wonder" piece.

The Oxford comma was used in the Mission statement, it should also be in the Vision statement.

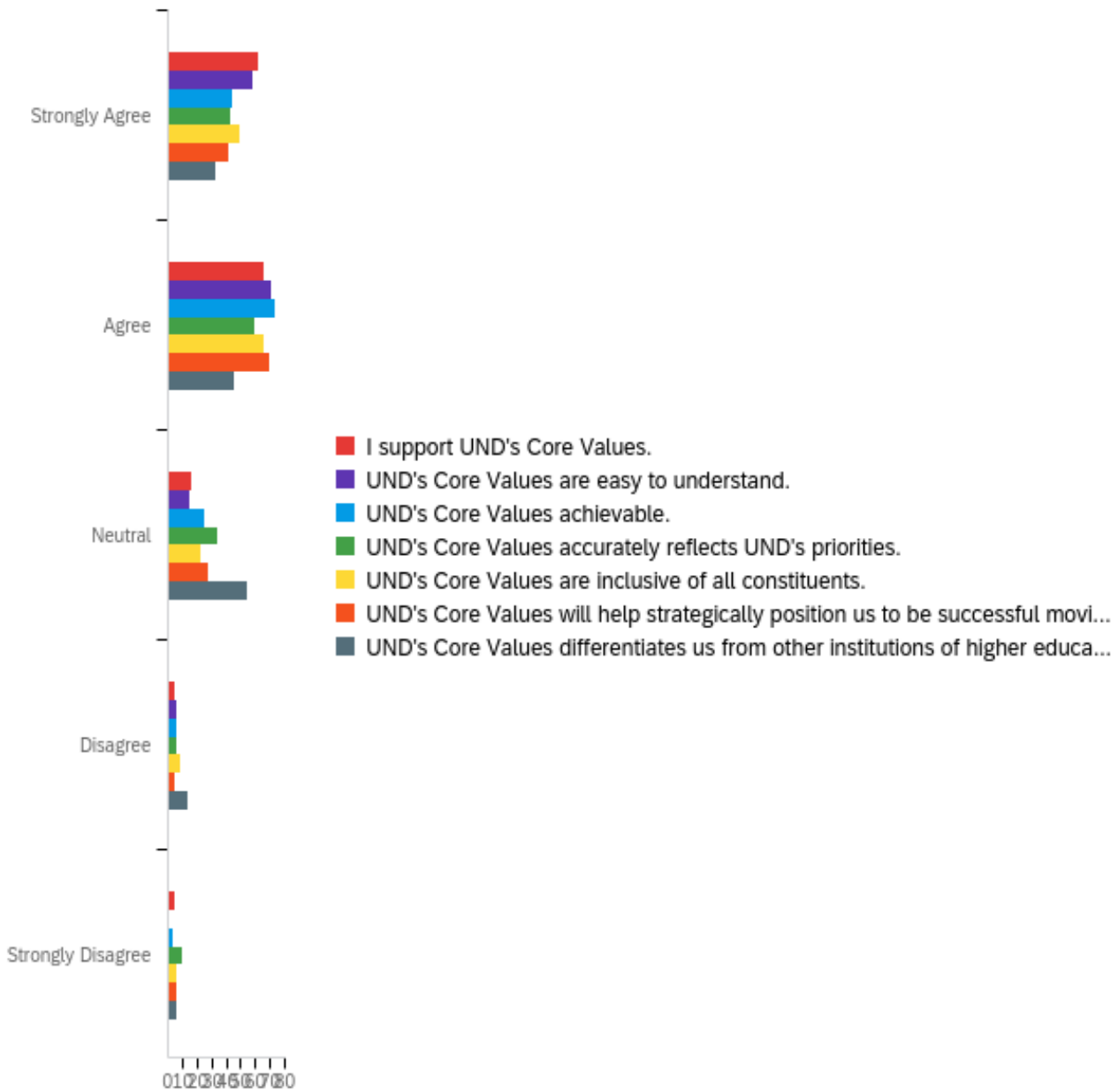
The phrase "greater good" does remind of me of the Movie Incredibles. " 'Greater good?' I am your wife! I'm the greatest *good* you are ever gonna get!"

I love the Vision statement, particularly the emphasis on wonder, curiosity, inclusivity, etc.

nothing missing - its lofty, ambiguous, and neutral... but that is ok, we are a huge organization, and it would be 30 pages if all were included. Can the ancillary units/support units get behind it? I'm not certain what plant services, parking, transportation, food services rallies behind.....

1. I really like the vision statement. It hits on the piece that I feel is missing in the mission about being more than "work force development". It also promotes life long learning and curiosity. 2. I am sure there will be some comments regarding "the greater good" and how is that defined. There will some who may say that "the greater good" might be defined differently based on ones privileges'. I don't what would be better but think that this might cause some concern.

Q19 - UND's Proposed New Core Values Please indicate your agreement with the following statements below.



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	I support UND's Core Values.	1.00	5.00	1.84	0.92	0.85	153
2	UND's Core Values are easy to understand.	1.00	5.00	1.81	0.82	0.67	152
3	UND's Core Values achievable.	1.00	5.00	2.01	0.89	0.79	152
4	UND's Core Values accurately reflects UND's priorities.	1.00	5.00	2.20	1.08	1.16	152
5	UND's Core Values are inclusive of all constituents.	1.00	5.00	2.04	1.02	1.04	152
6	UND's Core Values will help strategically position us to be successful moving forward.	1.00	5.00	2.09	0.97	0.95	151
7	UND's Core Values differentiates us from other institutions of higher education.	1.00	5.00	2.43	1.05	1.09	151

#	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
1	I support UND's Core Values.	40.52% 62	43.14% 66	10.46% 16	3.27% 5	2.61% 4	153
2	UND's Core Values are easy to understand.	38.82% 59	46.71% 71	9.87% 15	3.95% 6	0.66% 1	152
3	UND's Core Values achievable.	28.95% 44	48.68% 74	16.45% 25	3.95% 6	1.97% 3	152
4	UND's Core Values accurately reflects UND's priorities.	28.29% 43	39.47% 60	22.37% 34	3.95% 6	5.92% 9	152
5	UND's Core Values are inclusive of all constituents.	32.89% 50	43.42% 66	14.47% 22	5.26% 8	3.95% 6	152
6	UND's Core Values will help strategically position us to be successful moving forward.	27.81% 42	46.36% 70	18.54% 28	3.31% 5	3.97% 6	151
7	UND's Core Values differentiates us from other institutions of higher education.	21.85% 33	29.80% 45	35.76% 54	8.61% 13	3.97% 6	151

Q18 - Missing From Proposed New Core Values What is missing from UND's proposed new Core Values? [Please number each item within the text box below]

Missing From Proposed New Core Values What is missing from UND's proposed new Core Values? [Please number each item within the text box below]

With regards to Equity, please do not turn it into, "we need this many students (or Faculty) of this minority" and the University accepts (or passes over for) those lower performing minorities, over higher performing students/Faculty. Additionally, as I have heard from friends at other Universities, as a Faculty member, my issued grade to a student is overridden due to their minority status is considered a handicap. I see higher performing students pushed aside for the sake of 'Equity-Inclusion-Diversity' with students that are lower performing.

This should inform all parts of the mission statement

The focus on using LEADS is not helpful. It feels more like a marketing strategy. There appears to have been much effort to incorporate a core value that starts with "A," but the word "ASPIRE" is not a value. We can value learning, we can value equity, we can value discovery, we can value service . . . but we cannot value "aspire." Suggest working with someone who is gifted at clear and concise writing.

1. The verb in sentence 2 under Learning should be "occur," not "occurs" 2. Make a consistent decision regarding serial comma use 3. Syntax of "Aspire" does not work. We can aspire to standards "for" ourselves, or we can aspire to hold ourselves to standards, but we can't aspire to standards "of" ourselves. 4. The acronym LEADS is good. A theme of discovery linked to our state's history and location on the "frontier" could be incorporated as this is developed.

1. Connection for staff - While significantly better than the mission, there's still some gap in the core values as they directly relate to staff in all areas of the institution. 2. Comment (not on what's missing) - Thank you for choosing the word "equity" rather than diversity.

Your second sentence in your equity statement should be your lead sentence. Your lead sentence should be your second last sentence.

Given the limitations placed on this institution (external and internal), I question our commitment to equity. I don't see these values as something we "achieve" but rather what guide us to live out our mission and try to achieve our vision.

Equity overshadows the other core values - this is like every other woke institution - why does it have to be said - North Dakotans do this naturally.

Sioux Forever

I think there could be more focus on professional opportunities and career outcomes. More and more, students need to see a return on their investment. College costs money, how will their investment pay off?

Explicit steps that UND will take to help Indigenous Peoples are not listed.

The equity piece sounds like diversity in regards to race. Equity is broader & should include gender, salary & working spaces, among other things.

I think this is the strongest piece of the work -- perhaps because this is where there is the most room to explore the many-faceted world of the university -- however, I wish learning, knowledge, intellect, and scholarship were infused throughout EVERY value.

I think the core values and this will create a good atmosphere for prosperity.

1. The "Learning" value is key and needs to be kept. 2. "Aspire" value is too broad and vague, not needed. 3. "Discovery" is important, but might be improved by including "national recognition".

Reference to influence and contributions of Native people

Specificity related to current strengths and future areas of focus.

n/a

While there is nothing inherently wrong with these values they are quite generic. This reads like a statement that could be imposed on any institution anywhere. In life, people or entities either set the trend, ride the trend, or miss the trend. This is a statement of riding the trend.

1. Concise thoughts - there are more words than needed to communicate each value 2. Commitment to being a beacon to draw people to North Dakota

1) mention of how the university will be a leader in world with conflicts and complexity; 2) mention of an attitude toward climate and environment; 3) it just doesn't sound very informed about the current world.

There is way too much flowery speak there you need to simplify it be blunt to the point where people can't mistake something. And get rid of Equity we really need to get out of the frame of mind of thinking of being equal we are not everyone is different we need to be in the frame of mind of setting a level playing field where people can succeed.

In the Aspire value, what is meant by "we strive for truth..." In this world of "fake news" whose truth are we striving for or believing? How do we determine what is true?

1) Learning: "We value all those involved in supporting the learning process at every stage and promote lifelong learning, inquiry, [service to society], and advancement of knowledge and practice." 2) Equity. We [value] diverse peoples, perspectives, and ideas and support actions that are inclusive of all members of the UND community. We are committed to promoting fair and equitable living, learning, and working environments by removing barriers to inclusion—environments characterized by mutual respect and [nondiscriminatory] access to resources and opportunities. We view inclusivity and equity as more than mere words: we seek to use these values to empower all members of the UND community. [NOTES regarding Equity: I do not respect certain ideas, such as those of Holocaust deniers; however, I value diversity of ideas and the right of people to hold ideas I do not respect—therefore, I suggest using the term "value" in place of "respect" in the first sentence. "Equal" is not "equitable"—therefore, I suggest using the term "nondiscriminatory" in place of "equal" in the second sentence (equal opportunity is discriminatory when two people start from different places due to historic discrimination).] 3) Aspiration. Guided by our commitment to excellence and integrity, we aspire to the highest standards of ourselves and others as we strive for truth, honesty, [civility,] and transparency. We take responsibility and are accountable for our words and actions, including those which promote sustainable practices critical to the long-term health, well-being, and success of the university community. [NOTES regarding Aspire: For consistency, I suggest using the noun "Aspiration" in place of the verb "Aspire" as the heading for this core value.] 4) Discovery. [No changes, excellent as is.] 5) Service. The people of UND strive to serve, using our talents and resources to make our campus and broader communities better. We are committed to embracing the strengths of others, building on what we share and valuing differences as opportunities to grow and learn. The ties that unite us as a university family enable our communities to rise together and serve the needs of the state of North Dakota[, the United States, and our world]. [NOTES regarding Service: The term "and beyond" could imply the regions immediately surrounding North Dakota. I suggest explicitly adding "the United States" to attract prospective students from throughout our county and to recognize our alumni throughout our country. I also suggest explicitly adding "our world" to recognize that all people are responsible for our globe as well as our immediate surroundings, as well as to signify that UND has a global focus and global impact.]

Nothing.

Again, a total joke. Any mention of a "strong liberal foundation" is ridiculous because UND's focus on job/vocational training belies that. Students avoid liberal arts/humanities courses because they have been misled into believing that they are a waste of time. Again, no specific mention of faculty or staff. No one seems to be truly concerned about our health and well-being. Inclusivity is only aspirational at this point, despite attempts to work on that. As a liberal faculty member, I am weary of the need to keep my head down and my mouth shut for fear of being harassed by grievances, etc. filed by someone who is "offended" by something I might say. I avoid any topics I perceive as "controversial" in class just to keep right-wing students, parents, alumni, etc. off my back. Politically and culturally I have never felt safe at UND, Grand Forks or UND and I have worked here for 30 years. As a result, I have no faith in any talk of "inclusivity".

1. I love these statements. The statements capture the core values of accountability, community, excellence, inclusion, innovation and integrity. 2. I would suggest adding text about collaboration and stewardship in some way, if possible.

What is aspire? Seems like a combination of 1 and 2 and redundant as written

Learning and Discovery feel very similar. Can these be differentiated further - without breaking the acronym?

1. We provide, rather than we are committed to provide 2. The people of UND serve, not strive to serve 3. Instead of "Aspire", which is a verb and thus does not match the form of the other core values, perhaps something like principles, integrity, or ethics could be used.

It's not what's missing from the values, but the question above I responded with strongly disagree speaks to how specifically the equity piece is not being represented by UND right now. Last year, the university did not move forward with the LGBTQ+ initiative, and most recently, the town hall displayed that INFORMATION REDACTED has no remorse or empathy towards indigenous peoples and expressed that as such when approached about the name of the alumni award. What is worse is it seems other leaders in the university agree. When we have individuals like this in power at the university and when our leadership are actively avoiding or ignoring calls for change from student, staff, faculty, and alumni, specifically in areas of equity and justice, we cannot say that this "equity" value is something our university upholds.

n/a

Instead of what's missing from the Core Values, the core values and ideals are missing from our mission statement. Completely.

The cleverness of the LEADS with the principle of Leadership is an interesting twist on this. I would like to think that we will be able to empower students to do these things, but I am unsure how given the constraints of what we are working with coming into the university and the resources available to do that work.

nothing i can think of

Commitment to excellence and research.

Employees. We should have a core value specifically for our people. Very disappointed.

1. Equity is a very hot button term. I know many in this conservative community are not on board with their term. If you do need something like this, put equality. Please can register with equality, Equity gives off the vibe that it is not fair, which considering this campus is mostly white, would not bode well for enrollment. I understand college is supposed to push their ideals but it should be a balance and this shows none.

"Aspire. Guided by our commitment to excellence and integrity, we aspire to the highest standards of ourselves and others as we strive for truth, honesty, and transparency. We take responsibility and are accountable for our words and actions, including those which promote sustainable practices critical to the long-term health, well-being, and success of the university community." Where are your leadership programs? Please name them.

UND doesn't ask the students how they feel about changes made. Without students what's the point of the school?

Diversity and Inclusion

One verb in the list stands out like a sore thumb - replace "Aspire" with an "A" noun. I'm glad to see liberal arts repeated the in LEADS list, and I hope this time the administration's actions actually validate and invest in that tradition rather than underscoring it. Delete reference to the university community as "a family".

Its absolutely ridiculous how hard you have to push the equity shit. Just let it go. Pushing it down students throats just turns them the fuck off. Fuck off with it. No one gives a flying fuck. We live in Grand Forks. Literally no one cares about that shit. You guys are making up problems.

extremely wordy - boil these down to core objectives.

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1) I'd reword this by removing the words in I put in quotation marks: We are committed "to promoting" fair and equitable living, learning, and working environments by removing barriers to inclusion. 2) I think the A for Aspire should be changed to Accountability. The word "aspire" could be part of the mission or vision or worked in elsewhere, but the current explanation talks about accountability, responsibility and sustainability. All of those are values that I think would go a long ways at UND as a message for our State to list Accountability as a core value. Think of Legislatures, tax payers, students, etc. and stating up front that we will be responsible and accountable to our mission, vision and values. Not many schools would put themselves out there like that, but with public perception of higher ed waning, I think it would be good for us to demonstrate. Plus, it's the only verb in the LEADS acronym(which I do like) while the rest are nouns so it stands out.

Replace equity with equality. I am aware doing the reverse is the new fad, but something being cool does not mean it is right. Equality means all students have the same access to resources to succeed, while equity means all students have the same level of success. Not only is that position unenforceable by the university, but all students ending up impoverished and unemployed would satisfy the equity value. These are not just words. We are in North Dakota, a state that prides itself on resisting progressive dogmas

1)care and 2) maintenance of our students, employees, and infrastructure, both physical and conceptual. Innovation is fine, but if we're just building new things and never taking care of or maintaining what we have, then not only will our identity be shallow, but we will not be able to grow or support our community or ourselves. "Strong liberal arts foundation" but many moves we make seem to pivot us in the direction of a 4-year tech school focused only on career and job readiness - task skill building versus critical thought.

Equity statement is a bit wishy-washy. Could be stronger about promoting justice, righting past wrongs

N/A

I do not know what the priorities are, so hard to say that this reflects our priorities. Its a cute phrase, and easy to understand, again, without metrics its hard to know at this point. And I would really see if the support units can rally behind it..

Q5 - Please provide additional feedback you would like to leave for the Strategic Planning Committee.

Please provide additional feedback you would like to leave for the Strategic Planning Committee.

There is a place for Equity-Inclusion-Diversity, but it should not be the main focus of the University. If we want equity, EVERYONE should be treated exactly the same and NO ONE should get special treatment over someone else.

A beautiful physical campus - the aesthetic ought to be a part of this too. Essential that's not overlooked.

I sincerely appreciate all the work the Strategic Planning Committee has done! What I find most remarkable about this strategic plan is both the inclusion of wonder/discovery and the intentionality that so much of campus is reflected in these values. As someone who works in a department that oftentimes does not find itself reflected directly in highlights from campus, do find myself and the work I do represented in this new strategic plan. I also think including wonder/discovery as key to the university identity is such an excellent way to incorporate student and scholarly exploration, and it makes me excited to see what can come next rather than discouraged that I do not contribute directly to the research-focus of the institution.

1. Thank you for making this such an inclusive process. It's such a refreshing change from the last iteration of the strategic plan. 2. I strongly encourage a review and revision of the content that came out of the Equity and Inclusive Excellence Working Group. It's a lot of regurgitation from past work groups/reports without much thought or consideration or retooling of the information to align with the new mission/vision/values.

Somewhere I would include the goal of developing lifelong learners. I would stress the importance of a campus culture that promotes opportunities for lifelong friendships and relationships with fellow students, faculty and staff.

I understand that this is a very difficult process and taking into account the opinions of many stakeholders. I appreciate the work that is being put in despite some of my critiques.

Love the "aspire" component. UND needs more transparency and honesty regarding its past as well as its future course. However, the word aspire comes across as vague and almost wishful rather than purposeful/strong

Great job! This is certainly people oriented and offers connectivity to what we value/believe about UND.....purposefully sharing our best self in our communities. Thank you to all the teams engaging in this work and to the Co-Chairs---for sharing your personal touch and guidance in this process. It is appreciated.

I question the alignment between the statement and the actual goals of personnel, particularly faculty. My experience has been that most full-time faculty prefer to focus on their research and publishing instead of on teaching. With the exception of some individuals who value classroom instruction, it would be difficult for me to confirm to others that UND, as a whole, focuses on turning our students into better adults.

UND needs to critically reflect on the extent to which it has and has not engaged in action to remove racism from its environment and practices. I recommend forming a committee of Indigenous faculty, staff, students, and alumni to advise UND on steps it needs to take to completely eliminate environmental racism within this institution that is CLEARLY present.

Great work!

This all sounds great but are we actually going to live it? Enforce it? Strive to be better? Who will be responsible for making sure this is actually going to move us forward? In the past, we've used these things as an excuse or reason to hire or remodel buildings, etc, which is reactive. How can we be proactive? And who is going to be held responsible to make sure we are proactive?

The planning committee are doing a great job. I am from Nigeria and not yet a student but I am intrigued with the vision and plans of UND.

Great job, a lot of strong thinking has gone into this. I think it needs to be made more unique for UND among ND schools and I think the "national reputation or recognition" comments may be one way to do that.

College is a place to expand your horizons and this update embodies that.

The mission, vision and core value statements are so broad and generic, they could apply to almost any institution of higher learning. We need statements that play on UND 's unique strengths and inspire leadership in new directions.

I don't have anything to add, I thought it sounded great.

Everything I've seen is great. However, I would love to see a greater focus on increasing the prominence of UND. A more well-renowned university will draw exceptional faculty and students. The community of Grand Forks and the state of ND will keep them in ND, but a they will initially need convincing, UND is set up perfectly to be that beacon.

Way too flowery and complicated and too much marketing wank with buzzwords. Learn to use the k.i.s.s (keep it simple silly) principle. Are you silly in this because I hope a higher education institution is not the other definition of k.i.s.s

Somewhere the plan should emphasize that learning, and all the nice things contained in the policy will not be achieved unless a lot of hard work is not included.

I love the acronym LEADS! Its the perfect way to tie in the "leaders in action" marketing strategy. One small suggested edit for the "E" description - I would recommend moving "by removing barriers to inclusion" to the end of the sentence. It felt clunky when I got to the "—" part of that sentence. Its a small thing, but I think it would improve readability.

I am sorry to sound negative, but. A lot of activity and publicity is dedicated to this mission/vision revamp. I have been part of similar activities in the past, and what I have learned is that they take a lot of time and energy, and lead to nowhere. No practical or grass root level effect ever comes from these. Maybe the whole activity should be recast to what it likely will lead into, creating PR and ad material for the UND. I am not against the effort, but also don't see any benefit or effect of this to me, as I sit down here on the grass root level of the large organization. (Hint, look at the current UND mission/vision statements and ask yourself, how did those affect you personally).

Thanks so much to everyone who has contributed to this process! I am very pleased with the results and am very grateful to all of you!!!

Would recommend adding strategic priorities for better focus.

You are doing a great job - thank you for your good work!

Thank you for your exceptional work on this--these statements make me proud to be associated with UND.

The "Aspire" part in the new values statement doesn't really make sense. Aspire is not really a value, it's a verb. It kind of just looks like someone put it there because it starts with A and therefore it makes the acronym work. The acronym is not as important as the school's core values making sense.

equitable - this is a great core value. hopefully the strategic plan will involve numerous steps to create more equity for staff, especially when compared to HR policies for faculty.

I am disappointed that I do not see the potential growth areas and the institution's current strengths highlighted in the strategic plan. Further, I hope we also build some accountability mechanisms into the strategic plan that ensure that people within the institution and the institution are encouraged to move in the same direction. Talking to many of my peers and colleagues, a natural question is, "why in the world are you at UND?" If I can find a way to answer that question that encourages people about what we have going here--despite the climate for many of my southern friends--there is a lot to work with.

please think about training, teaching and inspiring others as well as leaders. I think we are doing a disservice to those not wanting or needing to be leaders.

Believe strongly in the five core!

Please remember the rural nature of North Dakota, which comes with benefits and challenges. Some of the best professionals in the region including fantastic MD's, came from tiny rural farming communities in North Dakota and serve people from those communities with things such as world-class robotic assisted orthopedic surgery in

Dickinson, ND. At times, the messaging from UND seems unaware or unflattering toward rural backgrounds. Farm kids who cleaned barns and worked together on family farms with the need to fix and use crummy old equipment bring a work ethic, ability to work on teams, and appreciation for success and opportunity that is an incredible benefit to UND!

These are all nice words, but will we be able to ascertain if we are making progress?

Great job!

I was taught respect those who got you to the top of the mountain. I just don't see this being done right now.

Change the name back to Sioux and start including students and vote as a community instead of 3 people making the decisions for everyone

I'm a parent of a UND student.

With the recent events surrounding finding indigenous remains and sacred artifacts on campus, I think it is important that indigenous students and other students of different ethnic backgrounds feel seen and supported by their institution they attend.

Keep every remaining tie that UND has to its old legacy. The NCAA made us change it. The Sioux nations didn't have a problem with our logo, the NCAA did. This is a new administration so you didn't see the outrage when the logo was changed. The Sioux name and logo was not racist, but continues to be a legacy of the school and we need to keep remaining ties that we have to the Sioux name and logo. Do not change the Sioux call sign, or any other long lasting things tying this University to its past. I understand that sacred objects were found and kept on campus, that was a failure on the part of UND, but you are working to fix this. We can't punish the whole University for administration's mistakes. Forever Sioux.

For the love of God, this school has lost all of its luster and beauty it once held. It meant something to go here. Its just so political and greedy and corporate now. The aviation department is starting to crumble, people don't come here because we aren't the Sioux. This use to be a meaningful place. The committee should have a incredibly strong focus on improving and expanding the aviation department to beyond its max and should focus on the only thing keeping it alive. Aviation and hockey should be the PRIMARY focus of the future of this school.

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Change our name back, give our school a sense of tradition.

All of these are good ideas for moving forward and into the future. But UND has been and seems as though it will be quick to forget the past and cover it up. We forget that our state is literally named from a tribe and yet we continue to try to get rid of all associations to the Sioux. It is more of a mockery to be here on their former lands and continue to try to remove all associations to the great tribe.

SIOUX forever

Overall, I love the new mission, vision and core values. However, I hope we continue to dig deeper in areas around campus where we could improve: recruitment and retention (specifically academic advising). Both of these elements are critical to the success of our institution and currently present many opportunities for improvement.

I think these are a great compass towards where UND is heading, thank you for all your work! INFORMATION REDACTED

The Strategic Planning Committee has done wonderful work. In the interest of our students and university, and to increase retention, graduation, and UND's revenue.....I would like to see more options for special circumstances. Student Rights and Responsibilities works with life changing events, but sometimes students have serious events that do not qualify as life changing that impact academics and/or finances, and student retention in a negative way. I have observed that these are the situations that cause students to leave UND and sometimes become self destructive. Student are adults, but they are young adults. A little help at the right time can make all the difference. UND needs to look for more options to assist students in these special situations.

I was part of a strategic planning committee (Success Beyond the Classroom), and in multiple meetings and in multiple focus groups, students, faculty, and staff spoke about how alienated they felt by UND's focus and messaging on creating "leaders". Insisting that everyone be a "leader" is the opposite of inclusive

I have spent many years studying leadership and have been involved in leadership development at many levels - locally, regionally, and nationally. I am a Certified Master of The Leadership Challenge and would be very interested in being a part of future discussions bringing more leadership development to our campus. Please include me in the discussions to empower leaders at UND! Thank you!

I think we are moving to the direction of saying all the right things. I hope our actions follow suit. I am very impressed by our current leadership and all involved in crafting this strategic plan - may we all follow your lead.

I know that on line learning was discussed at the recent retreat, but I am not sure I see that reflected in the document. I also believe that we are part of a global world, but don't see much about our role as global citizens, or the role that International programs play in the university.

Nice job!

N/A

looking good so far.. its hard to be inclusive on lofty statements. Its catchy and cute so far.

I appreciate the work of the committee and the opportunity to provide feedback. Thank you!

Q9 - Please provide your email below, if you would like someone from the Strategic Planning Committee to reach out to you.

Please provide your email below, if you would like someone from the Strategic Planning Committee to reach out to you.

INFORMATION REDACTED Don't need to contact unless questions.

INFORMATION REDACTED

INFORMATION REDACTED but I don't need a response. Thanks

INFORMATION REDACTED

INFORMATION REDACTED

INFORMATION REDACTED

INFORMATION REDACTED

INFORMATION REDACTED

INFORMATION REDACTED

Never forget the Sioux. SIOUX FOREVER

Never forget the Sioux. SIOUX FOREVER

NEVER FORGET THE SIOUX. SIOUX FOREVER

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