

Culture of Appreciation Feedback

April 21, 2017

Q: What ideas do you have beyond awards for a culture of appreciation?

- “shout outs” in staff meetings
- Regularly acknowledge exceptional teaching faculty
- Faculty/Staff/Students praised in newsletters and Telegram
- VCU police department is a good example of recognizing excellent work

Q: What ideas do you have for thematic areas / task groups for a culture of appreciation?

- Culture of respect before appreciation
- How to stop unprofessional behavior
- Ties with community engagement group
- More faculty & staff integration
- Relationship building opportunities outside of work roles

April 24, 2017

Q: What ideas do you have beyond awards for a culture of appreciation?

- Different award ceremonies – PACME, LGBTQ, broad ways of acknowledging people
- There are various awards on each campus, but there is little awareness of them across the different units and campuses. We need to make awards recognizable and make them relevant outside of the departments/units.
- Quarterly employee appreciation; regular events that occur on both campuses. Example: Staff Appreciation week
- Big recognition events are not accessible – little recognitions are important as well. Participation on each campus varies and this must be taken into consideration when events are held.
- Developing competitive scales for retention – competitive salaries
- Retention is a challenge, but we’ve made progress with recruitment – connected to culture of respect. We’re creating an inclusive workplace where people feel they belong and want to stay
- Opportunity to give bonuses for job well done – make managers aware of the incentives we have (in HR and in entirety)
- Develop a culture of pride – this can be enough to retain people – respect and pride are two different things

Leveraging Diversity Feedback

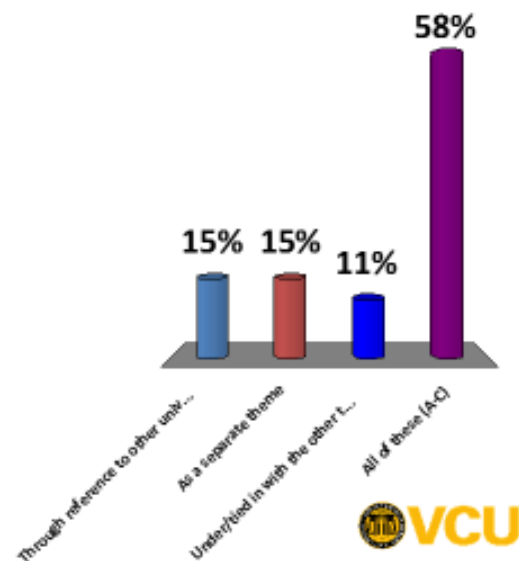
April 21, 2017

Q: To leverage diversity in the next 5-10 years, what is the most important thing VCU can do?

- Integrate diversity in all that we do – convocation, BOV meetings – who really helped you – integrate inclusion in all we do (overlap with appreciation)
- Make it real
- Can't silo themes
- Educate about differences – authentic voice (get it from the source)
- Be on cutting edge of accountability (metrics, education, etc)
- Spotlight what efforts units/programs are taking
- Have authentic (uncomfortable) conversations – not afraid to confront difficult issues

How should diversity, equity and inclusion be integrated into the strategic plan?

- A. Through reference to other university plans which include the Diversity & Inclusion Strategic Action Plan and the Health Equity Plan
- B. As a separate theme
- C. Under/tied in with the other themes
- D. All of these (A-C)



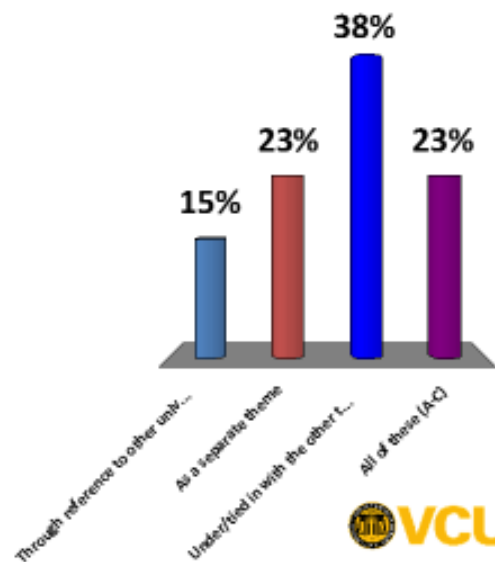
April 24, 2017

Q: To leverage diversity in the next 5-10 years, what is the most important thing VCU can do?

- VCU adopted gender neutral bathroom signs, but we're unsure of the implementation, we need a status check of the effectiveness
- VCU needs a LGBTQIA+ center – facilities integration (recommendation from D&I plan)
- Doing a good job on research center, but we can increase university resources being provided to the center
- Hire more diverse faculty that reflects the diverse student body – increase retention as well – expand resources for recruitment of diverse faculty
- Employees need to feel that they have support/permission – expanding opportunities for participation
- Black employee, pride network, young professionals network – another company utilizes these sources to ensure diversity exists within their organization

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Local Impact Feedback

April 24, 2017

Q: What are some areas we have not identified?

- Public art
- Sustainability – conservation, clean energy, waste management, etc. We have these areas but they need more support.
- Access and how to maintain access to tech for low-income individuals – computers, wifi, networks, etc.
 - Another research university has brought GBs to the downtown area, which is something we could strengthen the RVA
- RVA as a start-up city – we can position ourselves as a powerhouse on the East Coast – VCU can collaborate with the city to excel us and that type of city
- Unit that knows what the community is doing and connects it to the VCU community
- VCU’s interns in the city – we have so many in different places, can we centralize this

Student Success Feedback

April 21, 2017

Q: What task groups/ideas are missing?

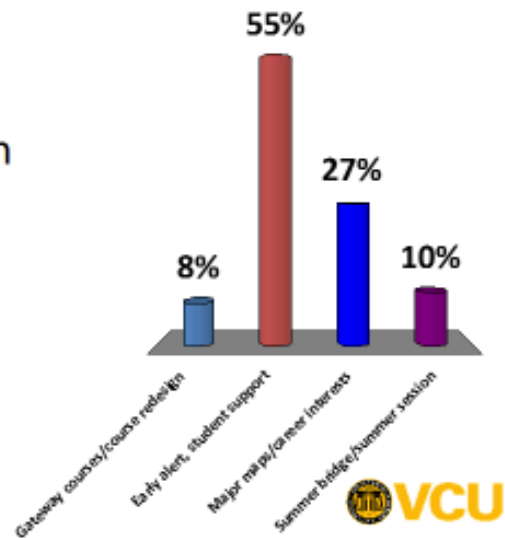
- Real world initiative / HIPs – cross-cutting
- Meaningful account of what students are learning
- Academic integrity – decrease cheating, training on integrity
- Focus on quality of learning (not just completion agenda)
- What will make students successful – ask them how do they define success and then build/design programs
- Cater to diverse populations so all succeed
- First-generation
- Understand audience/students – where are they coming from

Q: What services or offices would you envision in a one-stop student center?

- Tech services, including card services
- Libraries, Campus learning, and Writing Center should be there together
- HIPs representatives/office hours
- Is it a gateway/redirection as actual place for services?
- Does this increase the value of their education (students) – better outreach/education rather than mitigator between market and education – increase value of education
- Which students aim to serve?
- Wellness
- Counseling
- Disability services
- Coaching academic integrity
- Career center
- Physical location

Which of these would have the biggest impact on student success?

- A. Gateway courses/course redesign
- B. Early alert, student support
- C. Major maps/career interests
- D. Summer bridge/summer session



April 24, 2017

Q: What task groups/ideas are missing?

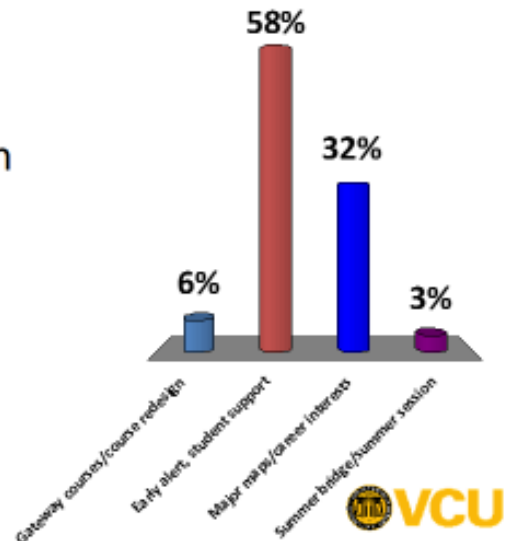
- Student success after graduation should be embedded
- How can we measure success beyond GPA and graduation rates?
- Financial aid/support for students
- Non-traditional students – first generation, food insecurity, etc.
- Student safety
- Real world experience – student engagement
- Students with disabilities
- Education/training for employees to facilitate student success – could be broad or focused
- Student motivation
- Student mentoring

Q: What services or offices would you envision in a one-stop student center?

- One stop may not be helpful to all students – MCVV would not get help?
- Needs to be adaptive to each school (Nursing, Pharmacy, etc.)
- VMI (MCVC) is good example
- Located between campuses? What would a student need in the first month? A place where students get acclimated to the university, where orientation would occur
- Centralized place

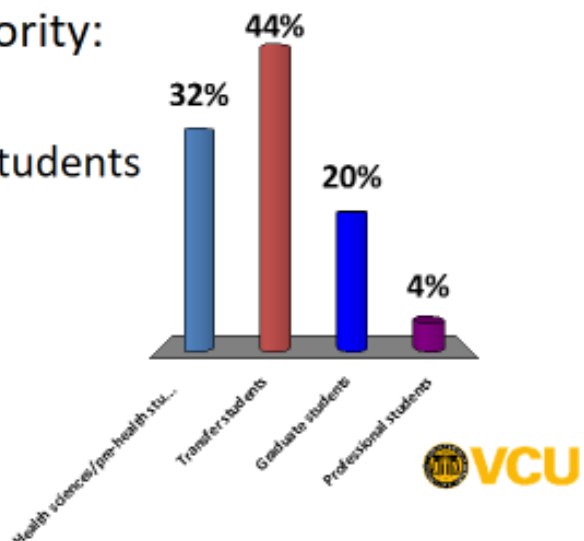
Which of these would have the biggest impact on student success?

- A. Gateway courses/course redesign
- B. Early alert, student support
- C. Major maps/career interests
- D. Summer bridge/summer session



Considering that African-American and Latino male student success initiatives are a high priority for the university, which of these do you see as having the next highest priority:

- A. Health sciences/pre-health students
- B. Transfer students
- C. Graduate students
- D. Professional students



Session Name: New Session 4-21-2017 10-15 AM

Date Created: 4/21/2017 8:38:40 AM

Active Participants: 77 of 77

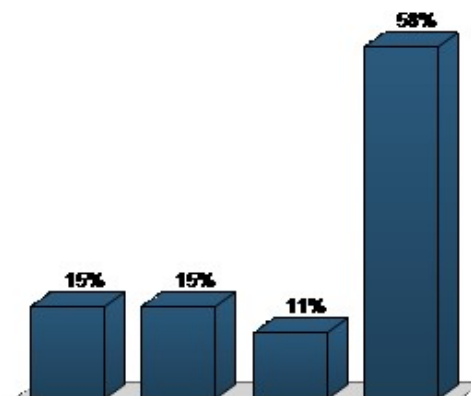
Average Score: 0.00%

Questions: 3

Results by Question

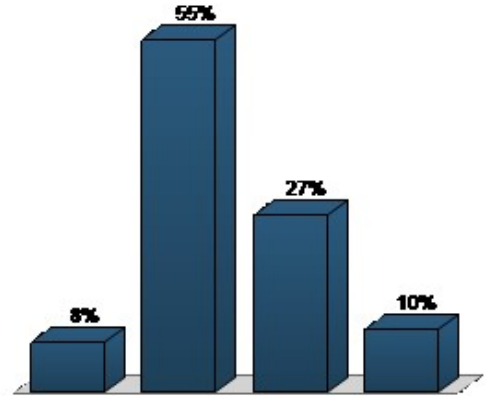
1. How should diversity, equity and inclusion be integrated into the strategic plan? (Multiple Choice)

	Responses	
	Percent	Count
Through reference to other university plans which include the Diversity & Inclusion Strategic Action Plan and the Health Equity Plan	15.28%	11
As a separate theme	15.28%	11
Under/tied in with the other themes	11.11%	8
All of these (A-C)	58.33%	42
Totals	100%	72



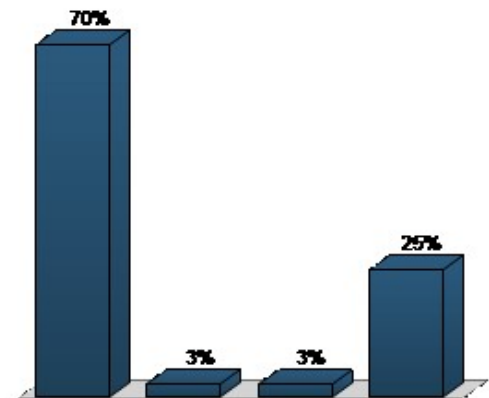
2. Which of these would have the biggest impact on student success? (Multiple Choice)

Responses		
	Percent	Count
Gateway courses/course redesign	7.84%	4
Early alert, student support	54.9%	28
Major maps/career interests	27.45%	14
Summer bridge/summer session	9.8%	5
Totals	100%	51



3. How would you prefer to receive future updates about the strategic plan? (Multiple Choice - Multiple Response)

Responses		
	Percent	Count
Electronic materials (emails, e-newsletters, website updates)	69.74%	53
Social media	2.63%	2
Printed materials (flyers, newsletters)	2.63%	2
Town halls or other in-person meetings	25%	19
Totals	100%	76



Session Name: New Session 4-24-2017 4-54 PM (2)

Date Created: 4/24/2017 2:36:56 PM

Active Participants: 40 of 40

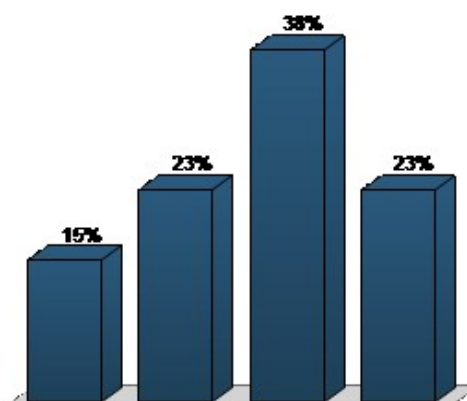
Average Score: 0.00%

Questions: 4

Results by Question

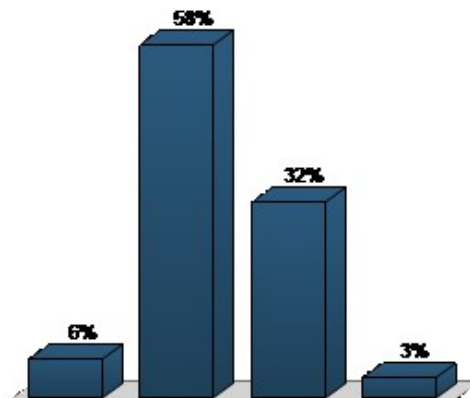
1. How should diversity, equity and inclusion be integrated into the strategic plan? (Multiple Choice)

Responses	
Percent	Count
Through reference to other university plans which include the Diversity & Inclusion Strategic Action Plan and the Health Equity Plan	6
As a separate theme	9
Under/tied in with the other themes	15
All of these (A-C)	9
Totals	39



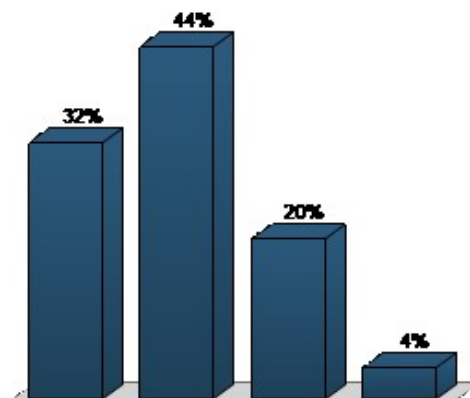
2. Which of these would have the biggest impact on student success? (Multiple Choice)

Responses		
	Percent	Count
Gateway courses/course redesign	6.45%	2
Early alert, student support	58.06%	18
Major maps/career interests	32.26%	10
Summer bridge/summer session	3.23%	1
Totals	100%	31



3. Considering that African-American and Latino male student success initiatives are a high priority for the university, which of these do you see as having the next highest priority: (Multiple Choice)

Responses		
	Percent	Count
Health sciences/pre-health students	32%	8
Transfer students	44%	11
Graduate students	20%	5
Professional students	4%	1
Totals	100%	25



4. How would you prefer to receive future updates about the strategic plan? (Multiple Choice - Multiple Response)

Responses		
	Percent	Count
Electronic materials (emails, e-newsletters, website updates)	58.62%	17
Social media	6.9%	2
Printed materials (flyers, newsletters)	0%	0
Town halls or other in- person meetings	34.48%	10
Totals	100%	29

