VPSA Staff Conversation Summary

**Positive**

- When using relationships across the university, outcome was great!
- Outcome was student centered, so that was also great.
- Student input important in the process.
- Timeline is helpful.
- Started with all voices and all different levels throughout the whole organization.

**Negatives**

- It’s bad when you are trying to do something big by yourself
- Sometimes too many cooks in kitchen is really hard
- Communication is important, clear guidelines for who is doing what is good.

**Other feedback:**

- Eventually it hast to roll up to a final decision
- How will my day job be impacted by this new strategic plan/
- Possibly could have representatives be liaison’s to the process
- “I’m helping put a student on the moon”
- What link in this are you?
- It would be helpful to call the moonshot (like Kennedy) first so we all know what the end goal is.
- Start with some small groups possibly? Maybe groups of 50 to have brainstorming first
- You feel comfortable with your people but the diversity of group is a great too.
- Should we start with a survey?
- Work release is important. People have to be given the ooprtunity to attend. Maybe have forums at different shift times.
- Several different for times/methods so everyone can participate?
- Who should be a part of the process?
  - Campus partners (facilities, D+C, etc.) giving partners a glimpse of what we’re doing to help create buy in.
  - Recent graduates? Survey?
    - Students? Student senate? Grad student senate?
- How do we start?
- Should we start with reporting by department so everyone knows what everyone does?

**What is more important process/outcome?**

- They both are important!
• The process is empowering!
• Make people feel like we matter
• Testimony video- maybe a video from students talking about their jobs and why they like it
• We also need to humble ourselves and say we can’t wait to learn from you and grow together = (Culinary)
• “Walk a Day in My Shoes” Do we all read a book? Watch a movie? Have common experiences? The hat game?

**Outside or Inside facilitator?**

• Keep it inside. You all have good relationships
• Outside would be un-biased
• Outside would cost money in tight budget
• Jason could be great
• Outside person could still be an OU person, just outside the division

**Communication**

• Face to face meetings in staff centric spaces
• Liaisons/ elected people? Liaisons can’t be their supervisor. AFSME president?
• Emails/ influences coming from people they know would be good.

