

7-10-2019 SNS Staff Retreat Posters

1. What are the strengths of our school?

- Collaboration
- Teamwork
- Embracing opportunities
- DEI
- Knowledge and skills
- Customer service
- Community
- Best practices
- Student centered
- Training

2. What do we value as a school?

- DEI (diversity)
- Customer service
- Embrace change
- Community
- Valuing staff contributions
- Culture
- We love students
- Faculty success

3. What are our challenges as a school?

- Young new campus
- Support funding
- Growth/change
- Space issues
- Staff morale/retention satisfaction
- Communication/processes
- Faculty/concerns

4. What do I personally contribute to this team and school?

- Knowledge – “smarty pants”
- Emotional intelligence – “touchy feely” -> self-awareness
- Design thinking – “out of the box”
- Relationship building – “friend zone”
- Student centered – “for the kids”
- Optimism – “sunshine and rainbows”
- Work ethic – “Get’er done”

5. What risks should we take to strengthen our school?

- Flexing
- Disrupt status quo
- Policy
- Morale
- Collaboration
- Recruit & retain
- Training

6. How will we know that we've had a successful year?

- Campus impact
- "UC Merced rocks"
- Faculty "road to success"
- Data rules!
- Student experience and success "student growth"
- Staff morale

1. What are we doing well and should continue to do?

- DE1
- Empowering leaders
- Innovation
- Go Team!
- Student driven
- Communicate
- Culture and climate
- Customer service

2. What systems and/or processes need to be changed/improved?

- HR: People management. Get'er DONE!!
- Space: the final frontier
- Lone ranger
- Bad hair days
- Telecommuting
- Systems malfunction/error
- Communication
- Policy & Procedures

3. What systems and/or processes are not in our control?

- Buffering... does not compute...error 404...IT problems (systems)
- Growth/space

- Ugh gotta go to the DCC
- HR
- Raise anyone?
- Where my money at?
- Campus wide
- We all got issues

4. How can we be more nimble and flexible?

- Empathetic perspectives
- Process improvement
- Leaning in
- Wellness
- Work life balance
- Shared vision
- Staff development
- Collaboration & communicate

5. Expectation of myself and of others

- Your work ethic
- Positive attitude: choose joy
- Professional development
- Talk
- The common good: it's not just about you
- Do unto others
- Flexibility/open-minded
- Productive
- Step up
- Help others

Notes from Retreat/Morning Discussion

AGREEMENTS

- Compassionate Vegas rules (what happens here, stays here)
- Patience
- Laugh
- Be open, flexible & understanding
- Be organic
- Assume positive intent
- Respect
- Step in, step out
- Honesty

Notes from Retreat/Afternoon Discussion

THEME OF THE YEAR FOR SCHOOL OF NATURAL SCIENCES

- Stop-collaborate-listen (innovate)
- Connect-collaborate-communicate
- Connection-collaboration-community
- C³ initiative
- “Checking in” – intentionally checking in
- Mixers
- Integrated/inclusive committee
- Best practices
- Events
- Professional development
- Awards and recognition (nominations)
- Qualtrics – so that voices are heard
- Monthly breakfast with themes
- On the spot award
- Infiltrate – get involved
- Patience
- Life balance
- Leadership – all of us – lead from the middle
- Nice to each other
- Stop – collaborate and listen
- Connection – collaborate – community
- Connection through community
- Dynamic retention
- Integration to success
- Leading the way

- Connection through collaboration
- Let's connect and grow
- Leading the way through c^3
- Together we grow
- Staff empowerment
- Connection-collaboration-community
- Connection is wellness
- Balanced community
- Encouraged leadership
- Stop – collaborate and listen