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
- C^3 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