

Faculty Takeaways

Communication	Community	New Ideas	Positive Comments	Staff and Student Concerns
We need more of this type of communication when we learn about not just what each other does, but why and what we are passionate about.	More understanding of our new peers research agendas and collaborative opportunities in teaching extension stewardship engagement publishing and methods training.	I think this can work but we need something like interest groups to let people explore common research, outreach, and instruction interests.	Great opportunities to both talk and listen. Dispelled parts of rumor mills. Seeing potential for collaborative efforts.	Why? Why reorganize? Why this session?
Okay... now what? Willingness and openness to have (or begin) conversations.	I will have to be okay with uncertainty for a while, but this will (hopefully) lead to improvements in creativity and streamlining.	Opportunity: to find ways to collaborate across departments to bring educational experiences to students. Embrace the challenge for good of all.	I am leaving feeling optimistic about the outcomes of the merger.	Take away: This culture change will be continuous, there will need to be buy in at all levels from here on out.
Have better understanding of how the two colleges are planning on merging.	Change is here. I am not in control of the change. I can contribute with authenticity and integrity.	We should take this opportunity to expand the lab school into a PK-12 (eventually) lab school comprehensive of instruction, teacher ed, admin, health, counseling, nutrition, and the like. Involve Stillwater schools (not a charter.)	There are many talented, helpful, hardworking people across the two colleges. If supported, these people will create a great new college.	Smaller units will become even smaller and less valued.
Everything will work out as long as there is clear and timely communication. Our strengths live in our faculty regardless of how programs merge.	There is a lot of excitement and optimism regarding possibilities in the new college- most negative feelings relate to uncertainty about decision-making.	We need to protect teacher education while exploring exciting opportunities. The possibilities for improving the lives of people, especially children, in this state are exciting. (Lab schools with health clinics)	I noticed more optimism than I anticipated from the two groups I worked alongside. Though some apprehending was also present.	We need a clear vision for who we will become to guide this process from start to finish. This vision will also guide the values that shape decision making.
Next steps for innovation	This process needs to be gradual. Also, we are	It's really important to get to know what other faculty	Really appreciated the opportunity to speak with	Optimism about possibilities and a greater understanding of our

Faculty Takeaways

	creating something now. I like both ideas.	members are researching and teaching.	colleagues regarding the transition-merger of two colleges. This was an excellent exercise.	own goal for what we hope to gain through the creation of the new college- and, it isn't a merger.
.The value of having open discussions with faculty (and staff) to brainstorm and come up with really excellent ideas for collaboration and prioritizing resources. It would be worthwhile to continue to provide these spaces.	Change will be hard but can be good and necessary. Transparency is important.	Need to share OCES with our education counterparts. We could increase programming in the state and they could decrease outreach/service and focus move on research.	This activity gave me an opportunity to laugh with faculty I do not normally get to visit with.	Twice I heard about faculty member attempt to start a collaboration that has not received encouragement or feedback- missed opportunity.
Collaboration and communication will drive the success of the merger of these two colleges. The new college will have the opportunity for a lasting, impactful change for Oklahomans and greater. The support of the administration will be key to the continued success of collaboration and productivity.	Reassuring to know that knowledge gaps are present among lots of people (just not me). Hopefully these will be addressed and conveyed to both colleges.	Quarterly college-wide lunch to promote collaboration with the goal of a conference panel, research project, or/and community collaboration or "guest" visit project emerging. An ongoing commitment to nurture relationships across departments and schools.	I am excited about the future possibilities and opportunities.	No individual or program has a corner on anxiety- it is something that appears to be shared by all (to varying degrees). But also hope/optimism.
	I would like to continue to bring faculty together to see how we can collaborate more... help facilitate networking between the two colleges.	We need more small groups of faculty like we had today and time to have them.	One take away: We can do this and do it well; bumps and all.	I remain as confused as I was when I came in this afternoon. 12-5 pm and I still am uncertain about the direction. My take away is we are still figuring this out.

Faculty Takeaways

	I have gotten to experience the dynamic enthusiasm possible across the colleges; if only we can resist mistrust and inertia.	This was lovely. Please do more of this. It was helpful to talk to other faculty members. Idea: Whole child lab school Utilizes all of our expertise to meet the needs of kids and teach our students in the process.	The process will be challenging but we are positive and consistent. The outcomes will be successful. Consistent leadership is the key.	Faculty still have a distrust of this process and are concerned about end process.
	We need to be aware of differences in administrative and departmental stability between the two colleges over almost 30 years and how all of us can be sensitive to and help heal some of the wounds as we move forward	Partnering with health and human performance to develop projects. This is from nutritional sciences. These two departments go hand in hand.	Comfortably optimistic and change will be for the better!	Conversations such as the 6-round activity are critical to realizing and the grand vision... and we need many more of them. We also need to begin to do work with one another in small groups as a way to keep the thinking together going on!
	Is the future structure of 'new college' faculty led or more driven by outside consultation? I'm hopeful to be a part of 'new college' that is unified in goals and objectives, supportive, and inspiring.	Lab school: opportunity to develop a lab school for K-12 added to early childhood lab that incorporates wrap around services that would be counseling, physical health, preservice teaching experiences, etc.	Change may not happen quickly or linearly, but it will propel us in a forward direction.	Takeaway- There is worry this will be the top-down. Faculty are interesting in collaboration and have some great ideas. What if department heads are not supportive (or are fearful) of change? How can we be proactive without that support?
	We all want to move forward Give our college a name We all want to collaborate on teaching and research!	Idea: Create a lab school (infant-12 th grade) that has wrap around services. Mental and physical health, community outreach, model practices for teachers etc. with research programs.	At the end- change is good.	We need strong guidance from the dean (not his associate deans) on the steps and processes for creating potential new academic units.

Faculty Takeaways

	I enjoyed hearing from my colleagues at the table. My major takeaway is that there is a lot of uncertainty about what this change means, but there is also a sense of hopefulness that the changes can actually be a good thing for faculty from the two colleges.	1 New certificate and degree programs 2 Learning laboratories (k-12) school Community health resource center: WIC, Nutrition counseling, PA rehab, mental health, etc.	Optimistic and looking forward.	There is going to be turmoil for a while but it will all work out over time Faculty in HS and in EHA are receiving very different info about working together toward new departments or schools.
	The take away is hope. Hope that this merger will lead to a new and exciting collaboration and innovation in research and teaching.	1 Budget saving 2 Interdisciplinary undergrad and grad programs	Smiled: we talked and worked together for the common good of the group. It was satisfying. Contribution: a sense of mutual respect	There is a lot of apprehension among seasoned faculty, it may be difficult to ignore negative attitudes of new faculty.
	More similarities than differences between departments.	New lab school Infant- 12 th grade.	All change is easier with laughter.	We are truly not faculty governed! Please, please, please listen to us and stop promoting your own agendas.
	Take- away: Excited about the opportunity to interact with each other and be creative and do work that could impact the people of Oklahoma.	Ideas for how to facilitate faculty research collaborations across program areas.	Even more great people are coming together to create new, exciting possibilities.	Work on collaborating in the process but also go back to my original goals as a researcher and faculty member! This is why I am here to create scholarships and contribute to knowledge.
	We are more alike than different.		We are excited about the upcoming opportunities! We are ready to make progress!	.We need faculty input in decision-making (for real) – not top down. We need a chair and not a head model. We are very top down at OSU and faculty know it.

Faculty Takeaways

	I am not being negatively affected like faculty in other departments. I feel taken care of and that I am in a positive culture. It makes me sad that others are struggling so much.		Entered anxious; left hopeful and inspired.	People are generally excited about the possibilities for meaningful collaborations. However, doubt exists whether the Dean will provide the resources necessary including funds and protection for assistant professors in terms of risk management for innovating.
	This merger is exciting, but will take us all. We need to equally hear from older, established faculty as well as new, innovative voices to create something fresh and attractive to people!		I am very hopeful to see what we can build together.	I'm concerned about the "reactionary" nature of this process (combining colleges). We need strong leadership to guide our future rather than the faculty feeling responsible for our future...
	We have a lot of commonalities across the colleges- including shared interest and enthusiasm about the possibilities from the merger.		It's good to be open as a group, think with a positive perspective, and identify opportunity as we move forward.	I wish we had done this with the staff personnel. We should be a team. While I felt heard by my tablemates, I feel I was just spinning my wheels. No one recorded so that these concerns or areas of excitement could/would be passed on to the steering committee or leadership. This is actually the lowest and least heard I have felt throughout the whole process.
	Glad to meet people from "other" ½ of new college and learn something about them, their programs, and their needs/desires. And		Appreciate the opportunity we have at this moment.	Take away: Pro- Encouraged that possibilities are on the horizon but will the admin trickle down decisions to

Faculty Takeaways

	take on emerging new college.			encompass all the different hierarchy levels. Con- Words were mentioned about a new culture but no aspect directed to it was made specifically (lunch activity) Diversity is spoken about but not enacted.
	The potential opportunity to collaborate with new peers to create new ideas and work relationships that can impact our fields, our passions, our communities, and our students.		Change can be positive.	My one takeaway is that while there will hopefully be improvements in climate and resources, this is not guaranteed, we are going to pay a high price in the meantime. We all have many, many (often too many) responsibilities and we are losing more time to deal with this- like today.
	HS and EHA faculty have similar feelings (fears and hopes). Being able to share is helping in reducing anxiety and promoting positive energy and hope.		This change is exciting and I have the support I need to move forward with innovative ideas and initiatives.	We need room to connect and create but we are worried about this process just adding on to our already full work lives. Please clear space rather than assign tasks.
	Our table feels positive about it, but most people want it to be done faster.		Change is coming, it is inevitable so let's embrace it and be positive and hopeful.	Faculty need to have fun with each other.
	Big Possibilities! For creative collaborations, for innovative partnership inside and outside the college/university for our undergraduate teacher education programs, for		Getting people together lessens the anxiety associated with the combine, more is needed.	There are many opportunities for collaboration and a lot of excitement but also frustration with slow progress!

