

Steering Committee Executive Summary
Faculty and Staff Feedback
May 24, 2019

Below is a broad range of important takeaways from both the listening sessions that took place earlier during the Spring 2019 semester, as well as the feedback from the online survey that many faculty and staff completed in late-April and early-May 2019.

- **The consensus on combining colleges is one of cautious optimism.**

Generally, the consensus on the combining of the two colleges is one of *cautious optimism*. The *unknowns or ambiguity of the process through which the new college will be created* were mentioned frequently by participants as concerns. While some feedback was more positive about the amount and frequency of information sharing from the dean's office, others feel that the faculty and staff would benefit from a *more strategic and systematic process in relaying new information about the new college* and how the transition will affect both HS and EHA operations. Many respondents mentioned *the importance in creating a new culture* that will *champion and appreciate innovation and expected changes* associated with the creation of the new college as we work through the process. Throughout the process, *opportunities should be provided to faculty and staff (and students) to pursue new programs, new ideas, innovation and organizational change*. The *need for transparency in the process* was mentioned by many as the way to create and embrace this new culture, in essence, a *culture of trust*.

- **It is important to establish a clear timeline for combining colleges, facilitate opportunities to share opinions/solutions and ensure equity and consistency in faculty workload and/or assignments**

The expected timeline for the creation of the new college and the importance of equitable workload expectations for academic units were both reoccurring themes shared during the listening sessions and through the online survey.

Importantly, participants requested a *very clear timeline (e.g., milestones) for the creation of the new college*. Additionally, participants *requested opportunities to share their opinions/solutions to emerging issues related to the creation of the new college*. At a minimum, individuals responsible for creating and implementing the timeline should be clearly identified. In terms of communication from the Steering Committee, participants requested a regular schedule through which information is shared with faculty, staff, and students. Other concerns identified by participants were related to the importance of maintaining the principle elements of current college identities (e.g., emphasis on education/teacher preparation and focusing on the human dimension of the sciences) as well as conceptualization and philosophical approaches to research/scholarly activities, instruction, community engagement, service. In addition, maintaining and addressing *equity and consistency across departmental missions and faculty workload and/or assignments* were frequent concerns of participants. Budget allocations, changes in RPT guidelines, and consistency in staff training were also frequently mentioned as areas that would benefit from clearly defined development and implementation strategies.

- **Generally, there is excitement and positivity about creating something new, especially related to interdisciplinary opportunities, in the new college.**

On the whole though, *excitement and positivity define the mood as we move forward in this journey*. The *expanded opportunities for interdisciplinary research and collaborations* are considered a benefit, rather than a barrier, to serving our students and communities comprehensively. Many faculty and staff are embracing the expected change because they see that the creation of the new college will be advantageous at multiple levels, not only as a larger and more diverse college, but one that will be better positioned to address current issues and barriers while simultaneously *creating something new and better for our OSU students and community*.