

## Staff Takeaways

Communication	Community	New Ideas	Positive Comments	Staff and Student Concerns
Staff opinions are valuable and important	“New college” improves peoples’ lives. Together we embody our land grant mission. Our commitment to wellness, education, etc. across the new college.	Start a shadowing program, in which, 1 day a month each employee shadows someone else.	We all seem to have the same thoughts/fears about what is to come. A clear picture of what we are aiming for would be nice.	Streamline specific tasks by centralization. Etc. Travel and EPAFs
Continue to communicate over and over. Nothing is too small to get the word out.	Make decisions, logical decisions, and move forward.	New name should be College of Education, Health, Aviation and Human Sciences	Feeling Hopeful. Would like to see quarterly staff meetings.	We need to provide the best opportunities for the students who come to learn how to navigate the world outside college.
Everyone is in the same boat. (i.e. concerns, wishes for resources, logistics of new college, etc.) Good to hear it voiced from different people/departments.	A general feeling of uneasiness about future unknowns, but an odd sense of peace because you aren’t the only one feeling that way.	Marjorie’s suggestion of taking a staff member on a study abroad trip	Be positive and open to new opportunities.	Keep students as the focus. Allay their fears, build their passion for new college. Bring the programs into focus by planning for the students of the future.
The unknown part of change can be scary and exciting at the same time. Communication of both aspects is vital.	We get caught up with logistics and lose sight of our over-arching goal of serving our students. In the end we will be better positioned to serve our students. Positive.	Centralization of travel and EPAFs would speed up the processes and reduce training needs and reduce errors. Making depts. Do it is inefficient and especially when we are not allowed to work overtime.	Staff is eager to have a voice in decision making and looking forward to playing a role in forming the new college.	Will there be focus taken off of the students in the colleges? We need more collaboration and ideas with faculty, staff, and student if we can to make transition successful.
People are understanding of the need to merge the colleges, but there are definite concerns over the lack of communication, the lack of conversing with staff members over their job changes, and how to	Keeping students and the opportunities this creates for them at the core of the perspective keeps everyone’s attitude at an optimistic maximum. People want to build relationships and want	Design a culture that Emphasizes the importance of others. Make sure we set the standard for great collaborations.	The staff are excited and anxious about the merger. We are looking for a more concrete direction towards our goal.	This meeting shows potential for positive progress. The higher ups need to be sure to be realistic and knowledgeable in making changes.

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effectively communicate with students when we don't even know what's going on.	barriers (physical or otherwise) to that process removed.			
Communicate. Top down.	Transparency is the key to success.	Don't want to lose the momentum to pursue new ideas. We should be unique and offer what others don't	Opportunities for collaboration between colleges and departments will hopefully lead to new ways to market our programs to students and donors	My takeaway: Some people are much more affected and concerned about this than I am. I am happy to help and be part of the solution. Repeated phrases: transparency and if its "done well."
More transparent and open communication. We have the opportunity to do this well and be a standard of excellence for other universities.	We all have similar ideas, fears, concerns, and hopes for the new college.	Open Houses between departments to learn who does what.	Everyone is having a lot of the same feelings. This is a great opportunity to make us better. Use all of our resources and come together and make it great! All is good!	Staff do not feel important or heard. We would like the chance to voice ideas and concerns and really be heard. We would like to actively participate in how our college/department/jobs look.
Please invest the time for ongoing conversations and collegial interactions so that we build our new college as a place for inclusion and positive identity.	Regardless of what changes occur, our top priority will remain- taking care of out students.	Staff Council!!!!	It was good to meet new people, several who had the same questions as I did.	We all have anxiety, confusion, and many unanswered questions. Things/changes have been happening to us. Staff have had little to no input on decisions that greatly impact us.
Knowledge of what the plan is to merge colleges needs to be shared regularly.	Positive thinking and realization we are all in the same boat and our end goal is still the same; provide academic support and instruction for the students at OSU.		Change is usually painful but growth can make us all better. When we work together this growth can be something awesome.	Everyone is uneasy. Wants clearly defined roles as well as leadership. We are uncertain in our roles, duties, future, growth, and development and even expectations from 'new' directors and supervisors.
I was scared to discuss my thoughts about the mergers but after sitting with others,	Unity in our thoughts/fears. Remaining positive.		The opportunity for synergy and clarity is very there, and we are	We all want to be kept informed in a timely manner and included. But we all have hope.

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that I didn't know, I realized there are others with the same concerns and questions.			excited to make changes and combinations that make sense.	
More communication.	We have an understanding that we are all "in the same boat." We are all cautiously optimistic, and excited about the opportunities available as joined colleges.		Hopeful	Staff should be respected as professionals. Staff are not second tier to faculty at the college. New departments should respect original positions. Our merger feels like a takeover with the majority of leadership HS.
Everyone who spoke today is willing to be optimistic about the combining of our college, if given the opportunity. I think the key to this is more communication at the top and bottom levels collegewide.	Potential for collaboration among programs. It's all going to be okay.		Thank you for showing you value our opinions and thoughts on the merger.	That the staff feels left out of the loop and some are bitter at the lack of communication.
	We are all in agreement- a new name for the college is needed ASAP for us to feel as one.		One takeaway is that we all have the same feelings with different ideas and different levels of optimism with regards to the new college. This session was really nice to get to know people.	Lots of hard work but also lots of opportunity for collaboration and innovation. Need more info on what is happening.
	We can't be one until we are under one name.		There are great people in this new college and I'm glad I get to be a part of it. I'm excited of what is to come.	Don't split up staff and faculty if we want them to act as a team. Give us feedback after days like today, so we feel like our comments were heard and considered.

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	We need a name. Without a name to unite under it still feels like we are fragmented.		We are in this together! And it's a tremendous opportunity!	Need for decisions to be made.- college name, etc.
	We are all in this together!		We are a part of something really historic.	It is important to me (and to our table) that the overall morale and rapport between staff and faculty of the merging colleges is priority #1. The voices of staff/faculty need to be taken into consideration not just at the beginning of this merger, but throughout this transition in order for it to be successful.
	We share much of the same concerns and fears but also excitement of what can be...		This meeting gave me a ton of new info about the merger that I didn't previously know. It has been a good and important meeting.	Let staff make some decisions- let them have a voice- even if it is little stuff. No more surveys/workshops/meet-n-greet.
	We all have similar mindset and want to serve students and help others. We are less different than alike.		Very helpful get together allowing the opportunity to learn what others do and how we can come together to get a positive result.	Most what clear expectations of what it takes to be told down the line that they are good at their job.
	We've all been affected by this differently but need to feel like we're all vital members of the team- less us vs. them.		I am happy to be part of this merge. I am sure it's going to be great!!	There has been a lot of communication among staff re: their concerns and successes with the merger but it doesn't feel like it is being heard or addressed by leadership. <ore staff involvement and action toward those concerns would help quell those fears and concerns.

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	Open/transparent/positive-change.		Knowledge gaps get answered. Very optimistic for the future of the college.	Everyone, regardless of job position, is fearful of having their job description dramatically changed without warning. Fearful of increased job load without increase in pay.
	Wondering what our alumni thinks of this merger? Are they on board?			Many staff members are anxious but hopeful. Given the opportunity the staff has many ideas that could better the transition.
	People are generally optimistic but more information in a timely manner would help immediate anxieties.			It seems we are being told to act that we are “one” boat and we are creating this new thing but it feels decisions are being made separately and each college gets to make a decision whether it’s logical or not.
	We must be optimistic otherwise the students and alumni will not be optimistic about this change.			Staff really want administration to invest time with merger to do it right and to be a part of the process not just a byproduct of the process
	The staff of both colleges have great ideas to be shared. Let the staff voices be heard. Use those resources			Staff want to be in the loop- the unknown was one of the biggest concerns communicated today.
	There seems to be a shared desire for open communication, clear goals and time lines, an excitement for potential collaboration, but a			Feeling more excited about collaboration and ready for the new name. Staff need to know exactly what is going to happen with their jobs.

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	continues concern and anxiousness of the unknown.			
	Lots of good people from both colleges who are willing to work together to create a new college.			Name of new college needs to happen soon. Need to share info sooner to everyone and not worry so much about having it perfectly worded when sharing.
				I am optimistic that the powers that be will not lose sight of serving students well. Bigger is not always better but it can be if managed well.
				Everyone is optimistic about the positive changes the merger can bring for our college and students. Overall, clarification is wanted on job descriptions and responsibilities that have resulted from the merger.
				The staff need more information on what processes and procedures will be moving forward. What will our jobs look like a month from now? Also, who is in what department and where are they located? What do they do? More info please!
				Consider staff thoughts and concerns before making any changes to academic departments

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				There needs to be more transparency in what is going on as it affects staff.
				That literally everyone is affected by the merger differently and everyone's opinions need to be taken into consideration. Staff have really good ideas!
				People in both colleges have concerns about direction. Would like more guidance. Would like to know the ultimate vision for the new college.
				Common concerns.