

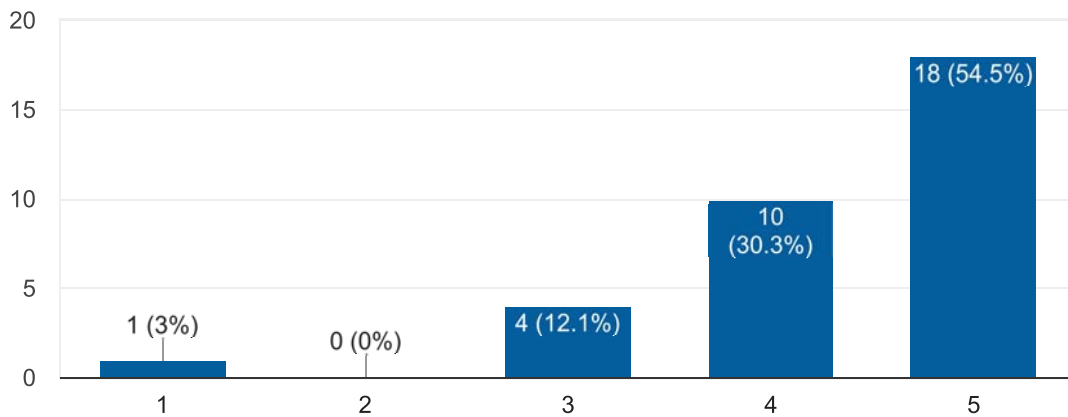
SJSU's DRAFT Desired Outcomes: Connect, Engage, and Contribute

34 responses



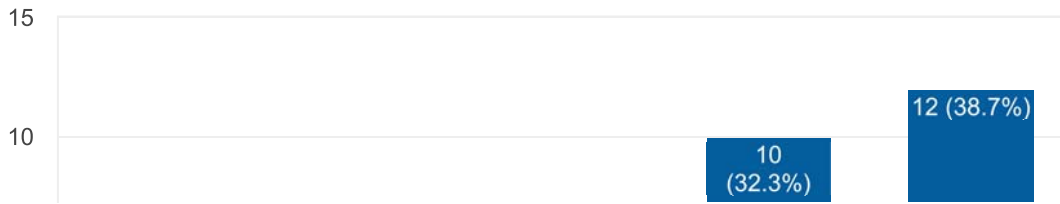
As you review the 5 desired outcomes, do they make sense to you?

33 responses



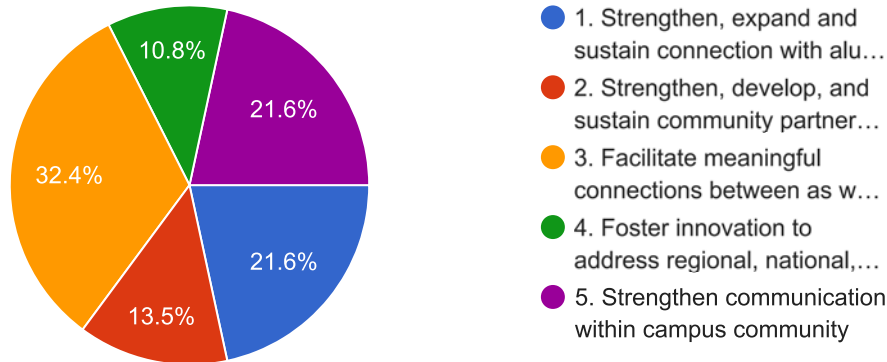
Do you feel that these desired outcomes include you?

31 responses



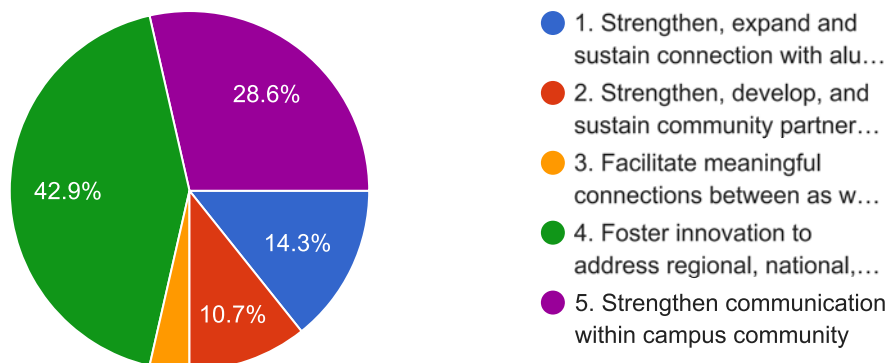
How would you prioritize the list of outcomes? Which outcome is MOST important?

33 responses



How would you prioritize the list of outcomes? Which outcome is LEAST important?

28 responses



Keeping within the limit of 6 desired outcomes for each goal, how can we improve these desired outcomes? Is there anything missing from these desired outcomes? Can anything be removed?

19 responses

No. 3 and No. 5 seem redundant

SJSU has made great strides in the last few years in creating a sense of community on campus. But SJSU's culture continues to have a degree of toxicity that is disheartening. Bullying behavior is tolerated, and some staff feel that the university expects them to endure abuse from faculty and students. Sometimes the bullies are staff and managers. The SJSU culture is sick to the extent that it overlooks abusive behavior and fails to provide meaningful avenues for staff and managers to discuss concerns confidentially.

You should have a clear idea about innovation proposed to meet challenges at the local community, region or state, and national agenda. It must start with information from these issues taken at various levels. And it also must acknowledge existing facilities, faculty and students, administrators, and work developed since founding. It starts at the community and history, and meets expectations from outside.

Too much overlap between outcomes. Also, need to be more specific. What would strengthening communication within campus community look like?

I would like to see "Foster innovation to address regional, national, and global needs" to be less focused. No where in the strategic plan do we talk clearly about being a global or internationalized campus. This is the section where it would make the most sense to show our commitment to the global community and how we will be a part of it. This item touches on it, but only through the lens of "innovation". Global experiences and intercultural competence can include innovative things sometimes, but the more important aspect would be engagement and understanding. Why can't this be broader to show that SJSU is not just diverse visually, but also dedicated to developing culturally competent and compassionate global citizens? We use innovation as the platform for so many things we do, it would be nice to focus on a goal that is for development and growth not just to be the newest and first. The action steps seem to be singularly focused on raising money or tech. This is a big goal and it is being tucked into a very small box with these action steps.

We should try to foster a spartans helping spartans mentality, where alumni provide more internship and career opportunities to our students, especially within Silicon Valley.

1. To prime this pump, SJSU should help research groups and community partnerships create positions in need of faculty skills to solve internal and community problems, "advertise" that need, "hire" for sustained periods (e.g., 2-year opportunities, not semester by semester one off applications), and include grant writing for more resources as a requirement of the positions. These apprenticeships would build engaged sustainable faculty careers centered on student/community engagement. 2. Find existing pro bono community projects and offer an expense account to expand engagement. 3. Horizontal communication is more challenging than vertical within silos.

Outcome #4 important but action items make no sense and are not realistic.

Needs a second sentence for each of the 5 outcomes stating that SJSU is going to financially support these outcomes. One can not expect Departments/faculty to do this with the limited resources they have. Some programs have lots of \$\$\$ to do this, like Communiversity, but many other faculty that do these sorts of things have no SJSU support or funding at all! Resources need to be fairly allocated at least.

Alumni connection is important to build the endowment. This is critical is SJSU wants to move forward on almost anything.

Innovation is a buzzword, and that goal can be removed. SJSU has not need -- in fact should not be aiming -- to address global and national needs. That is what the UC and other institutions are for. Being an excellent regional trainer and educator is hard enough, and of immense value. And is the stated mission for SJSU as part of the rationally designed California Master Plan. A focus on students, and engaging with regional organizations to serve the local area, should be retained. Just doing that well would be admirable.

I can't say any of these are the least important,

Faculty/staff need a common, inviting social gathering space. More than any interdisciplinary institute.

"Strengthen communication within campus community" and "Strengthen, develop, and sustain community partnerships" seem to have some redundancy. Likewise #3 and #5.

Add some action items for outcome 1: Create a sustainable infrastructure for faculty/ staff/ departments to utilize and contribute to Advancement's alumni database; Expand alumni speaker series; Create a mechanism for student organization to be paired with alumni advisors in addition to their faculty advisor; Increase recognition for engaged alumni

For outcome 2, these action items need a verb but seem a better fit for the "Campus development" theme. Some action items to increase community partnerships -- Create a sustainable way of tracking community partnerships; Create a campus speaker series for City of San Jose and San Jose non-profits; develop Identify overlaps of SJSU strengths and community needs and create collaborative faculty/community teams to work on funded proposals for increasing that work; Increase recognition for community partner; Increase funding to support community engaged and service learning; Create a common learning experience that engages community partners with first year students

Outcome 3: The two advisor action items are covered in more detail in the Educate for Engagement theme. For the faculty/staff mentoring item, it is missing a "). There aren't action items that address the "as well as among" component. Add action items like: Expand learning community opportunities for faculty and staff; Develop funded proposal process for faculty/staff to collaborate together on cross-divisional university issues; Develop funded proposal process for student organizations to collaborate on cross-college projects

Outcome 4 (and the bullet point at the top "Build opportunities for innovation...") need to be re-written to differentiate with the "Academic Excellence" theme. The two things listed under action items aren't action items. They are metrics that would measure whether we fostered innovation, not actions to foster innovation. I think what differentiates this theme from the "Academic Excellence" theme is the harnessing of talent to address needs. So, some atcion items could be: Develop collaborative, multi-disciplinary RSCA centers and student RSCA projects focused on community needs; Create general education pathways that focus on local community needs; Create collaborative community partnerships to focus capstone courses on community needs; Expand multi-disciplinary innovation and design opportunities (like Craig Hobbes' Paseo prototyping)

For outcome 5: the last two action items are good ones but don't fit under communication. They seem to be a better fit for "Educate for Engagement". Add action items: Develop strategic communication plans specifically for students, faculty, staff, and alumni

Add to outcome 1, "and other volunteer programs" There are other programs on campus in which to involve alumni.

They are great goals. I think we spend too much on football in an effort o connect to alumni.

We don't have a good path for supporting innovation. Not sure where 2.5M revenue from IP came from. No idea what current number is. Start ups are minimal, and no systematic support besides some from IDEAS that I am aware of. What is the current number of start ups for comparison? #5 and 3- Connections and communication between members of campus community seem redundant, could be merged.

None of these directly apply to my field, so it is difficult to comment.

I think number 3 is already included in previous outcomes

What would convince you that we have achieved these desired outcomes?

19 responses

Provide real life scenarios that demonstrate each outcome.

When courtesy and kindness become the campus norm. This takes a long to achieve, but it can be done.

You can see the public consensus from news sources, public relations from companies, public announcements from universities, government news, etc. that mention the university, the study, the work, the city, or the people.

Too hard to answer!

Survey students, regular and online both, how they feel connected towards their teaching staff and what can be done to improve. Publish the results, and start the conversation.

See X number of events/presentations/seminars a year, presented by regional, national, and global leaders and their SJSU partners, on how they tackled an issue, how they resolved it, and how SJSU partners contributed to the solution.

Increased engagement & communication

The action items are so thin it is hard to see the vision. Strengthening Alumni engagement has only one action item. Couldn't there be more like 1) developing lifelong learning/seminar programs for alumni online and on campus 2) increasing alumni participation on group travel/fundraising trips 3) working with alumni to increase scholarship and endowment funds 4) developing a vibrant and action packed homecoming week, etc.

For community partnerships - staff and faculty are allowed to use 1-2 work days each month to volunteer in the community? If we really are a leader in social justice than why don't we encourage and support our staff to be in the community?

Making connections with staff, faculty, and students: all the action items are about students connecting to advisors and staff, which is well covered in the first goal of the strategic plan. Faculty and staff do not interact or have opportunities to meet one another to form relationships that are crucial in getting work done on campus. Could there be large and small group socials doing something fun/non-work related to get new people connecting? This would be impactful on so many fronts - dissemination of information, learning what people do on campus (what resources exist, things that overlap, future ways to streamline processes, etc), developing empathy and support for one another, build a thriving campus community, etc. Also, why not develop a communication system or intranet where staff and faculty can share info to a targeted group (a department or college) and with a small pool of unknown people (looking for research partner, identifying a student who would be suited for a specific opportunity, inviting people to learn about a new opportunity in a department or college...not a job posting, but leading a new program). There is a really interesting program to curb loneliness (<https://www.campaigntoendloneliness.org/>) that would be really cool to integrate aspects of this program on campus for students, staff, and faculty. Ultimately it aims to connect everyone in strategic ways that open up new avenues to people within their community. The final goal regarding strengthening communication begins to address some of the things I have noted above, but they seem very focused on screen to screen communications, which while important perpetuates the lack of person to person

interactions required to strengthen a community. Could we have an identified space on campus where events/info sessions/activities can be housed? Currently we have the Paseo and Smith Carlos Lawn, which are great but hardly anyone stops and interacts with the events/activities that are taking place there. It costs a lot of money to set up and everyone walks right by without taking part. Some campuses utilize their student union to have info sessions, pop up advising tables, programs that host tables to showcase their programs. The union only advertises auxiliary programming and wares. It is a missed opportunity. Lastly, it would be nice to have an office set up a "Cancel Class Call In Program". When a faculty member is late due to traffic or sick and doesn't want to cancel class, there could be a directory of interested staff and faculty who could be rotated into the class to highlight a program or event they are hosting. Clubs and Orgs could be asked to come and discuss what they do and how to get involved. Study abroad, career services, student health, etc. could do information sessions. It would be a win win. Students will come to class and instead of being turned away, they can learn about a great new thing they didn't know about. Also a directory of participating offices and staff could be a tool for other faculty and staff to learn about programs on campus.

Success stories should be shared broadly and SJSU should be prominent within the local news. There should be a buzz about what's happening at SJSU.

1. There is a joint alumni/faculty/student/partners organisation officially affiliated with each department on campus. 2. Each student will have personally met a prominent alumnus from their department. 3. Faculty will provide as many lectures on campus about their work as off campus. 4. Students will be able to articulate ways their department and/or SJSU has contributed to a more verdant community or had a global impact. 5. The Spartan Daily would be more widely read and be considered a robust and reliable source for campus information and activities—past, current, and future. 6. At least half of T/TT faculty would attend a "black-tie event" with joy to represent departments in celebration of SJSU's position in Silicon Valley and beyond.

Partnerships developing out of connections through CIES and internship programs.

SJSU actually gives proper funding at the departmental level to do these types of activities. These activities/outcomes are very expensive and time consuming to do well.

Endowment gets huge.

An improvement in faculty/staff morale.

Increased funding and collaborative projects with community partners; increased number of community engaged learning classes; increased partnerships/ collaborations of faculty and students between colleges; increased measures of belonging for faculty, staff, and students

A matrix of "doing what, by when, lead by"

I could pick up the phone and get my students their first internship or job.

Clear pathways identified for partnerships with industry, charitable, governmental and other external partners. SJSU thought of as a resource for ideas, solutions. Membership in alumni association and participation % of alumni in SJSU activities on par with top public institutions with respect to alumni engagement.

Unknown.

Good question, I can't think of anything meaningful

As we continue to develop the outcomes and action items, who should we

talk to at SJSU?

13 responses

Local community members who are alumni

Talk to the middle managers. Talk to the staff.

You should talk to the people on campus, and representatives or advisors outside the community.

Faculty, staff, students, in all divisions

There are a lot of staff and administrators that run programming. They have loads of ideas and would be innovative in coming up with new ideas.

Alumni need to be engaged and become a more prominent part of our campus community, not just as potential donors, but as unique individuals that share our love of this campus and want to stay involved.

Donors, recent alumni, student group leaders, faculty

CIES; GUP; and advisors in student affairs and academic affairs.

Departments and TT/T Faculty

Try talking to people NOT at SJSU -- how do other institutions build endowment and alumni connections over time? Other than sports, of course, which (like being an R1) is a ponzi scheme that only a very few institutions can succeed at whilst all the others lose money.

Faculty and staff

Advancement marketing and communications, college leadership, center for faculty development, CommUniverCity, CCLL, innovation challenges existing on campus,

alumni and community partners

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