

1. How important do you think it is for administrators to host campus forum meetings once per month?

	Very Important				Not Important	RatingAverage	RatingCount
Importance	42.6% (72)	36.1% (61)	14.8% (25)	3.6% (6)	3.0% (5)	1.88	169
AnsweredQuestion							169
SkippedQuestion							1






2. How satisfied are you with the campus forum structure?

	Very Satisfied				Not Satisfied	RatingAverage	RatingCount
Satisfaction Level	4.3% (7)	23.2% (38)	37.8% (62)	14.0% (23)	20.7% (34)	3.24	164
AnsweredQuestion							164
SkippedQuestion							6





3. How important do you think it is for faculty/staff to attend the monthly campus forums?

	Very Important				Not Important	RatingAverage	RatingCount
Importance	40.8% (69)	36.1% (61)	17.8% (30)	3.6% (6)	1.8% (3)	1.89	169
AnsweredQuestion							169
SkippedQuestion							1






4. Which of the following statements most represents your participation in the campus forums:

		ResponsePercent	ResponseCount
I have attended one of the scheduled campus forums.		16.9%	28
I have attended some (2) of the scheduled campus forums.		14.5%	24
I have attended most (3-4) of the scheduled campus forums.		31.3%	52
I have not attended the campus forum because I teach during the scheduled time.		32.5%	54
I have not attended the campus forum because I have chosen not to attend.		4.8%	8
AnsweredQuestion			166
SkippedQuestion			4

5. I appreciate getting an agenda prior to the campus forum so I know what topics will be covered by Cabinet members.

		ResponsePercent	ResponseCount
Strongly agree		43.6%	72
Agree		39.4%	65
Neither agree or disagree		16.4%	27
Disagree		0.6%	1
Strongly disagree		0.0%	0
AnsweredQuestion			165
SkippedQuestion			5

6. The format of the campus forums is an effective means of communication.

	ResponsePercent	ResponseCount
Strongly agree 	6.6%	11
Agree 	31.9%	53
Neither agree or disagree 	38.0%	63
Disagree 	13.3%	22
Strongly disagree 	10.2%	17
AnsweredQuestion		166
SkippedQuestion		4

7. Please provide any additional thoughts or comments about the monthly campus forums.

	ResponseCount
	83
AnsweredQuestion	83
SkippedQuestion	87





8. How important do you think it is for administrators to publish a college newsletter once per month?

	Very Important				Not Important	RatingAverage	RatingCount
Importance	29.1% (48)	36.4% (60)	17.6% (29)	10.9% (18)	6.1% (10)	2.28	165
AnsweredQuestion							165
SkippedQuestion							5

9. How satisfied are you with the college newsletter format?

	Very Satisfied					Not Satisfied	RatingAverage	RatingCount
Satisfaction Level	9.9%	35.8%	26.5%	14.2%	13.6%		2.86	162
	(16)	(58)	(43)	(23)	(22)			
AnsweredQuestion								162
SkippedQuestion								8






10. How often do you want/need an update on college initiatives?

		ResponsePercent	ResponseCount
Once a semester		12.1%	20
Twice a semester		18.2%	30
Once a month		33.9%	56
As needed		35.8%	59
AnsweredQuestion			165
SkippedQuestion			5






11. Other comments or ideas you have about the frequency/timeliness of communications?

	ResponseCount
	48
AnsweredQuestion	48
SkippedQuestion	122







12. The best time to schedule communications is...

	ResponsePercent	ResponseCount
Early morning prior to classes (7AM) 	12.7%	19
Mid-morning 	20.0%	30
Over lunch 	37.3%	56
Late afternoon (After 3PM) 	26.7%	40
At the end of the day (After 5PM) 	3.3%	5
AnsweredQuestion		150
SkippedQuestion		20





13. How often do you want to have the President available for dialog on your campus?

	ResponsePercent	ResponseCount
Once a year 	1.3%	2
Once a semester 	14.6%	23
Twice a semester 	26.8%	42
Once a month 	51.0%	80
By invitation 	6.4%	10
AnsweredQuestion		157
SkippedQuestion		13

14. The best way to deliver information is...

	ResponsePercent	ResponseCount
Over ITV/WebEx 	3.8%	6
Campus Forum presentations 	16.5%	26
E-mail summaries 	38.6%	61
College newsletter 	10.1%	16
Employee Portal 	9.5%	15
Other (please specify) 	21.5%	34
AnsweredQuestion		158
SkippedQuestion		12






15. What scope of information do you want to receive about college initiatives?

	ResponsePercent	ResponseCount
I want to receive information about all initiatives. 	65.2%	103
I want to receive information only about initiatives related to my department or division (academic, business services, student services, etc.). 	29.1%	46
Don't send me any information; I will look up the information I want to receive. 	4.4%	7
Other (please specify) 	7.0%	11
AnsweredQuestion		158
SkippedQuestion		12

16. How frequently do you access college communication?

	College Email	Employee Portal	News and Events on www.minnesota.edu	RatingCount
Daily	67.3% (105)	30.1% (47)	2.6% (4)	156
Weekly	3.9% (3)	73.7% (56)	22.4% (17)	76
Twice Per Month	7.9% (3)	28.9% (11)	63.2% (24)	38
Once Per Month	5.3% (2)	28.9% (11)	65.8% (25)	38
Never	1.9% (1)	7.4% (4)	90.7% (49)	54
AnsweredQuestion				163
SkippedQuestion				7

17. How often do you want/need an update on information from the System Office (MnSCU)?

	ResponsePercent	ResponseCount
Once a year 	3.1%	5
Once a semester 	25.9%	42
Twice a semester 	19.1%	31
Once a month 	14.8%	24
As needed 	37.0%	60
AnsweredQuestion		162
SkippedQuestion		8

18. Other suggestions for improving the "how" and "when" College leaders communicate?

	ResponseCount
	35
AnsweredQuestion	35
SkippedQuestion	135

19. How important do you think it is for faculty/staff to understand the college's strategic plan?

	Very Important				Not Important	RatingAverage	RatingCount
Importance	69.6% (112)	23.6% (38)	6.8% (11)	0.0% (0)	0.0% (0)	1.37	161
	AnsweredQuestion						161
	SkippedQuestion						9

20. How satisfied are you with your current level of understanding of the college's strategic plan?

	Very Satisfied				Not Satisfied	RatingAverage	RatingCount
Satisfaction Level	4.9% (8)	25.8% (42)	28.2% (46)	20.2% (33)	20.9% (34)	3.26	163
						AnsweredQuestion	163
						SkippedQuestion	7

21. How important do you think it is for faculty/staff to understand how college goals and priorities are determined?

	Very Important				Not Important	RatingAverage	RatingCount
Importance	66.0% (107)	25.9% (42)	7.4% (12)	0.6% (1)	0.0% (0)	1.43	162
AnsweredQuestion							162
SkippedQuestion							8

22. How satisfied are you with your current level of understanding of how college goals and priorities are determined?

	Very Satisfied				Not Satisfied	RatingAverage	RatingCount
Satisfaction Level	1.8% (3)	20.2% (33)	28.8% (47)	23.9% (39)	25.2% (41)	3.50	163
AnsweredQuestion							163
SkippedQuestion							7

23. How important do you think it is for faculty/staff to understand how the authority for decision making is distributed across the college?

	Very Important				Not Important	RatingAverage	RatingCount
IMportance	75.3% (122)	20.4% (33)	3.1% (5)	1.2% (2)	0.0% (0)	1.30	162
AnsweredQuestion							162
SkippedQuestion							8

24. How satisfied are you with your current level of understanding of how authority for decision making is distributed across the college?

	Very Satisfied				Not Satisfied	RatingAverage	RatingCount
Satisfaction Level	2.5% (4)	16.7% (27)	30.2% (49)	23.5% (38)	27.2% (44)	3.56	162
AnsweredQuestion							162
SkippedQuestion							8

25. How important do you think it is for faculty/staff to understand the rationale for key decisions?

	Very Important				Not Important	RatingAverage	RatingCount
Importance	82.1% (133)	14.2% (23)	3.1% (5)	0.6% (1)	0.0% (0)	1.22	162
AnsweredQuestion							162
SkippedQuestion							8

26. How satisfied are you with your current level of understanding of the rationale for key decisions?

	Very Satisfied				Not Satisfied	RatingAverage	RatingCount
Satisfaction Level	1.8% (3)	13.5% (22)	30.1% (49)	23.9% (39)	30.7% (50)	3.68	163
AnsweredQuestion							163
SkippedQuestion							7

27. Provide additional input on the sorts of information you need/want from the President or others in Senior Leadership positions.

	ResponseCount
	34
AnsweredQuestion	34
SkippedQuestion	136

28. Suggest ways to improve interactive communication opportunities between faculty/staff and College leaders.

	ResponseCount
	67
AnsweredQuestion	67
SkippedQuestion	103

29. Specify how college leadership might more effectively share information with and solicit input from faculty/staff.

	ResponseCount
	65
AnsweredQuestion	65
SkippedQuestion	105






30. My primary source for important information at the college is:

	ResponsePercent	ResponseCount
Faculty Shared Governance Representatives	4.4%	7
Academic Affairs and Standards Council	3.2%	5
General Education Council	0.0%	0
Department Chairs if Applicable	5.1%	8
Dean at my location	14.6%	23
College-wide Communications	19.6%	31
Supervisor	16.5%	26
Other (please specify)	36.7%	58
	AnsweredQuestion	158
	SkippedQuestion	12

31. Please identify your primary role at M State.

	ResponsePercent	ResponseCount
Faculty	59.4%	92
Staff	34.2%	53
Administrator	3.2%	5
Middle Management	3.2%	5
	AnsweredQuestion	155
	SkippedQuestion	15

32. Please identify your primary campus location.

		ResponsePercent	ResponseCount
Detroit Lakes		15.5%	23
Fergus Falls		23.0%	34
Moorhead		45.9%	68
Perham/eCampus		3.4%	5
Wadena		12.2%	18
AnsweredQuestion			148
SkippedQuestion			22

Page 2, Q7. Please provide any additional thoughts or comments about the monthly campus forums.

1	Candid comments are absent at faculty forums because we don't know you very well and don't know what your response will be. I'm sure that many fear retaliation. The meetings are more like a lecture with no activity and no audience participation. (something we disapprove of in our instructors) Is there something you can ask our opinion on that you will implement. That would go a long way toward increasing the comfort level in these meetings.	Jan 17, 2013 3:57 PM
2	I appreciate that you want to keep everyone informed, however, I see it as a huge expense and time constraint on your jobs, and, that really bothers me.	Jan 17, 2013 3:29 PM
3	It seems that the topics for the forums miss some significant things happening at the school. For example, many people had no idea about the 7 days for 7 hours idea until it was on the website. Too often we find out after the fact.	Jan 17, 2013 12:43 PM
4	It might be helpful to ask faculty and staff for input on how the forums should be structured. It might also help to not state that the forums are synonymous with the old campus faculty-staff meetings. First, most people believe they are not, and the old meetings were very popular.	Jan 17, 2013 10:48 AM
5	The campus forums have become more structured and stiff. Having mostly administrators at these meetings does not provide a comfortable setting for faculty and staff to talk about what is happening on their campus.	Jan 17, 2013 10:30 AM
6	I do not think having the forum set up as a lecture is effective. I feel it would be more effective to have it be more of a conversation, where the administration really hears faculty/campus concerns and engages in a dialogue.	Jan 16, 2013 11:16 PM
7	Would it be possible to schedule two forums (so that people who teach over lunch could also attend)?	Jan 16, 2013 4:21 PM
8	More communication needs to happen with the Perham employees. The forums should be recorded or transcribed so that employees that cannot attend can review them later.	Jan 16, 2013 3:33 PM
9	I think having the forums more campus based/represented and during the faculty free hour gives all employees and faculty more of an opportunity to attend and communicate. If the forum is too structured and heavy with administration, people don't feel comfortable in saying what is on their mind, and don't feel like they have a platform to discuss additional campus specific concerns.	Jan 16, 2013 3:02 PM
10	In addition to an e-mail with the dates of the forums, perhaps a meeting invitation per campus would assist those of us who use our calendars extensively.	Jan 15, 2013 5:09 PM
11	I wish we still had some sort of communication with information that pertains to each specific campus (like the Campus Update used to provide). I feel like I never know what is going on just within my own campus.	Jan 15, 2013 3:17 PM
12	These appear more like the informational portions of inservices that are the same every year. I don't feel that these are a true open forum.	Jan 14, 2013 4:34 PM
13	I think that the information presented is important, though I do not feel that it is an open environment for us to speak up about campus issues. Also, I feel that there has been a strong divide in communication with loss of faculty/staff	Jan 14, 2013 3:19 PM

	meetings. If we could have a little bit more time for discussion at the forums and continue faculty/staff meetings I think it would benefit the stakeholders.	
14	I find the content of these meetings to be ineffective. I feel we were a more cohesive campus when we had monthly faculty staff meetings. I believe people are more comfortable talking about the "issues". I think a quarterly admin. forum would suffice.	Jan 14, 2013 2:24 PM
15	Communication from the Cabinet is great. Its the lower level communication that is suffering and needs to be addressed. Like job duties change for a person without any notification. New people are hired without notification and etc.	Jan 14, 2013 11:15 AM
16	The campus forums are an effective means of communication. The problem is they seem to be only a 1-way street. There needs to be more conversation.	Jan 14, 2013 10:32 AM
17	It might be helpful to rotate the times at each campus each month so that if someone teaches over "lunch" then the next month 10 am might work for them...	Jan 14, 2013 10:14 AM
18	Most administration should attend and be there for the entire meeting. Not just a select few. Discussions should take place at the monthly meeting about the other meeting held within the college so we don't have to find out about decisions in hallway conversations!	Jan 13, 2013 11:57 AM
19	The campus forum should address the current happenings of the campus at hand. The reporting of each department is essential information. It seems that the individual campus forums have been lost. This format keeps the communication open with faculty, staff and administration. Sometimes this is the only time we see each other.	Jan 11, 2013 4:20 PM
20	I would like our senior dean to also be able to hold campus meetings as I don't believe monthly meetings is sufficient. I would like to see the president on our campus and at community events much more often. Thanks for the opportunity to weigh in.	Jan 11, 2013 4:07 PM
21	haven't had opportunity to attend as I did not know I could	Jan 11, 2013 3:16 PM
22	I am only judging based on the one campus forum I was able to attend ... but only a handful of people were there. That doesn't seem to be a very effective method to disseminate, gather, and discuss information campus-wide. I however do not know why people don't attend - whether it's scheduling issues, lack of interest, or other problems.	Jan 11, 2013 2:34 PM
23	The monthly forums are a one-way communication. It is nice to get the information but could be gotten in an email. Quite frankly, the faculty/staff meetings are missed as a form of cumminications on this particular campus as we kept each other updated on particulars.	Jan 11, 2013 12:41 PM
24	I cannot attend because the forums do not take place during my working hours.	Jan 11, 2013 12:29 PM
25	topics are canned and it is not a very open or inviting oppurtunity for two way communication. Very top down type of communication,	Jan 11, 2013 11:57 AM
26	These forums are informative and a good opportunity for staff and faculty to	Jan 11, 2013 8:29 AM

	learn what is going on at the cabinet level. While they serve a valuable function they have replaced the monthly faculty/staff meetings which has left a void in communication between faculty and staff. This has been a detriment on the DL campus.	
27	It doesn't seem to accomplish much that I have seen. More cabinets members are there than faculty/staff sometimes and altho it addresses the college information, it never seems to get off the ground and make it campus specific. Each campus is its own identity - and yes we are part of a larger picture, but just like a family- each person is an individual but yet part of a team/group.	Jan 11, 2013 8:05 AM
28	We also need a weekly communication. This was effective in the past.	Jan 11, 2013 6:32 AM
29	I think noon is a better time.	Jan 10, 2013 8:24 PM
30	I don't find it worth my time if the format is going to be primarily one-way communication. The forums are not an OPEN format similar to campus meetings where issues could arise and be resolved. The current format is better suited to an e-mail delivery.	Jan 10, 2013 4:21 PM
31	Much of the information at the forums are also in the news letter. Since we no longer have faculty/staff meetings I feel that faculty and staff are not on the same page. There are many things that we used to talk about at our faculty/staff that we don't at the forum,so there seems to be a disconnect with events, news, changes etc. It also seems that we don't have as much faculty participation at events and such because we have no way to communicate in person and discuss as a group. Now that we don't have the faculty/staff it feels as we are no longer one team but two seperate teams. I do think that some of the info shared at the forums is nice to get face to face with cabinet, but would like to be able to have faculty/staff meetings as well. I also appreciate the time cabinet takes to come to each campus to do the forums. I do understand that we are one college and each campus should be getting the same information, however there are campus specific events and info that is now not being communicated as much and as easy.	Jan 10, 2013 4:20 PM
32	I believe the campus forums are effective in that we have an opportunity to know what is occuring at the cabinet level. I do believe we are missing a key piece in that staff and faculty from campuses are not feeling able to express their thoughts/opinions or even feel comfortable to ask questions. The forums are set up more as an informative lecture, where each party discusses the topic at hand. There is no dialogue among those present at meetings. I also do not believe the forums are the place where faculty and staff can meet to discuss day to day items that will promote the success and retention of our students.	Jan 10, 2013 3:58 PM
33	I think open dialogue is important. The current format is very restrictive as questions need to be submitted in advance. In higher ed we are always thinking on our feet. I think this should be true of these meetings as well. One can't always be prepared for situations that MAY present themselves. However, most of the time we are able to so don't worry about appearing uninformed or not prepared.	Jan 10, 2013 3:22 PM
34	Need more information on what is happening on each of the campuses. What happened to the link that was going to be put on the portal for campus based	Jan 10, 2013 2:29 PM

	information?	
35	I would like to see something available via the employee portal for agenda and minutes taken during the forums for those that would like to get this communication, but are not able to attend at times.	Jan 10, 2013 1:33 PM
36	The issue of conflicts with class schedules needs to be addressed.	Jan 10, 2013 1:10 PM
37	It is tough to be enthusiastic about meetings such as this when it seems that our input doesn't make a difference. I am speaking specifically of the meeting where parking was brought up. Not that we will agree with all decisions, but being told such things as "this is college and the students need to just grow up" doesn't show any consideration.	Jan 10, 2013 1:00 PM
38	I appreciate Admin asking Faculty for input; but often, it seems as though Admin already has their minds made up and are simply placating Faculty by asking.	Jan 10, 2013 11:38 AM
39	It would be nice to move the forums to different times or days of the week throughout the semester so that those who teach during one of the times might be able to attend every other month.	Jan 10, 2013 11:12 AM
40	Perhaps they could be offered at more than one time, so faculty/staff would have a better chance of having open time to attend.	Jan 10, 2013 11:11 AM
41	I would like to attend every campus forum, however I man the front desk and it is not always easy to get away to attend the forums.	Jan 10, 2013 11:09 AM
42	I have not personally been able to attend any campus meetings. Generally too busy. Someone from our office tries to attend so they can update us on what is presented. I think it is important to have the Pres and other top leaders available to staff / faculty once a month.	Jan 10, 2013 10:52 AM
43	They are too scripted. Only being able to ask a question 2 weeks in advance does not take into consideration recent events. Even when a question is submitted ahead of time, it does not mean it will be answered or even acknowledged as being asked.	Jan 10, 2013 10:45 AM
44	For staff the Campus Forum (CF) process works. However, faculty are usually teaching. The only way I see this working for faculty, would be to require a specific hour once a week where there are no classes. In Wadena that used to be 8-9 a.m. on Tuesdays. Everyone attended the campus forums. Since the time change it isn't very effective for faculty.	Jan 10, 2013 10:36 AM
45	The campus forums are a good source of information and I learn a lot each time I attend one. The concern I have is the interactions seem to be one sided with audience/listeners not participating or engaging with the presenter/speaker. There needs to be some interactivities activities during the forums to get people to talking more to each other and engaging with the presenter/speaker. Possibly giving people a topic/issues during the forum to address and breaking attendees down into small discussion groups. Have the discussion group present their answers/responses to the presenter and having a engaging conversation around the various topics.	Jan 10, 2013 10:12 AM

Page 2, Q7. Please provide any additional thoughts or comments about the monthly campus forums.

46	I miss the faculty/staff meetings. They united staff and faculty once a month and gave a team spirit that seems to have been lost with the onset of forums.	Jan 10, 2013 9:55 AM
47	I thought we were on a budget cut and to see all the chief officers traveling all day seems like a lot of money for some of them to say 2 words! 7 to 8 thousand dollars not a good use of money!!! plus I am sure they all drive separately so we also pay them mileage.	Jan 10, 2013 9:40 AM
48	Forum is defined as a public meeting place for open discussion. The way the Forums are currently structured, it is being utilized as a place to feed information that Administration wants the faculty and staff to hear, but there is no "discussion". As such, the it is wasting faculty time and money when it could more effectively be disseminated via email or employee portal. Although the aim is to be ONE college, we are FOUR campuses with unique needs and issues that arise. We need the campus faculty/staff meetings back.	Jan 10, 2013 9:36 AM
49	It's difficult to accomodate these meetings b/c of teaching schedules. In the past, we attempted to make an "open" time (2:30 - 4 on Tuesdays, for example) during which classes were not scheduled. This way, there was a common time during the week that always worked for meetings. Something like this could be useful, albeit difficult, practically.	Jan 10, 2013 9:34 AM
50	Always allow "other" topics from the audience. Continue these. Also allow campus newsletters. Using only the monitors to give information is not effective. People have to stand there multiple times a day with a pen/paper to record information. Thanks.	Jan 10, 2013 9:34 AM
51	Need to go back to the format of campus based forums. The deans can inform the campus of administrative changes and events at that time.	Jan 10, 2013 9:25 AM
52	Could the forums be videotaped and posted to the employee portal or newsletter? That way those who cannot attend have access to the conversations (insead of relying on peers for updates).	Jan 10, 2013 9:23 AM
53	Meeting time is always an issue with classes being scheduled throughout the day. A noon meeting probably is most productive.	Jan 10, 2013 9:06 AM
54	The one thing I can think of would be to let the forums be a little more interactive. I know people are supposed to put in there inquiries in a head of time, but I don't think that it always happens like that.	Jan 10, 2013 8:58 AM
55	It is difficult for me to get to the forums given my work area. I don't know what exactly could be done to help this situation, but possibly taping the forums and then making them available to all faculty and staff might be a way to assist those who want to be there but can't.	Jan 10, 2013 8:45 AM
56	Clear communication is appreciated. Also, communication only once per month is not often enough. Many times people have no idea something has happened until a month after the fact. It is very disheartening to feel faculty/staff are not important in the "college team" to not be given communication until a month later, if at all, but hear things through the grape vine, which we all know gets distorted. Thank you.	Jan 10, 2013 8:45 AM

57	Smaller Groups/Departments meetings like Business office or Accounts payable updates periodically would be another way of communicating towards that specific group on how it affects there day to day & month to month	Jan 10, 2013 8:45 AM
58	There are typically very few people present at these forums. As a sole means of communication, I don't feel it's very effective. The information covered at these meetings is not disseminated in any kind of formal manner. There needs to be some kind of written communication that is delivered that covers the day-to-day things occurring on each campus.	Jan 10, 2013 8:44 AM
59	This should be an opportunity to inform faculty of upcoming projects, initiatives, etc and asking for their input (good or bad). We do need to feel involved. Our concern is the students. This should not just be spewing information.	Jan 10, 2013 8:42 AM
60	I'm not on a campus so it isn't convenient for me to attend any of these Forums. Maybe an email with what was discuss/accomplished would be nice for those who can not attend.	Jan 10, 2013 8:36 AM
61	Do not schedule the forums during the busiest times of the semester, orientation/registration, book charging, etc.	Jan 10, 2013 8:10 AM
62	I like the idea, but the times and format needs to be more conducive. I think faculty input on matters to be discussed is important, versus administration "telling" what is going to happen.	Jan 10, 2013 8:07 AM
63	I would like to see minutes of the meetings distributed for the benefit of those who can not attend. The format that was in place before this year work well. Our provost in Moorhead would communicate with the faculty and staff in monthly meetings which included minutes distributed after the fact. We also had a weekly newsletter. Currently we have no source for campus relevant information and college wide information is poorly communicated.	Jan 10, 2013 8:06 AM
64	Rather than a college level meeting we would benefit from from communicating as a campus.	Jan 10, 2013 7:55 AM
65	I agree we need campus forums to be updated on the latest happenings however in the past when we met with just the provost and/or the academic dean, the faculty in attendance used it as a bash session for the student services people. I have noticed that less faculty have been in attendance in the current format.	Jan 10, 2013 7:42 AM
66	The one I attended was the first one. Felt overwhelmed by a "panel" of administrators. Felt very inhibited to voice any opinions.	Jan 10, 2013 7:42 AM
67	I like the 'no agenda' format to the monthly forums. Bring back the weekly newsletter concept - it worked well for the Moorhead campus. I do believe that it could be utilized as a College weekly update with headings for each campus. Thus making it easier to find out information across the College.	Jan 10, 2013 7:33 AM
68	Even though the College forum tries to address local issues it still feels like they are distant and not invested in specific campus concerns.	Jan 10, 2013 7:31 AM
69	We are asked not to schedule classes on Tuesdays and Thursdays from 10-	Jan 10, 2013 7:20 AM

	11am. This would be a great time for forums. Late afternoons don't work because faculty leave campus, having arrived early. Personally, I have classes 4 days per week at noon. The Tuesday-Thursday time slot is best.	
70	As I checked, I have not attended the forums last semester due to classes during that time. It will happen again this semester. I do feel they are important. Keep meetings short and to the point. Maybe some things can be put in the agenda to shorten the meeting.	Jan 10, 2013 7:14 AM
71	The previous format led by the campus provost was much more effective and better attended	Jan 10, 2013 7:14 AM
72	If you can, vary the times of these forums so that faculty/staff may attend. Look for times when classes or labs are not scheduled! Thanks!	Jan 10, 2013 6:04 AM
73	Could they be hosted at 10 a.m. Tuesday or Thursday?	Jan 10, 2013 4:52 AM
74	The campus forums are an effective means of communication only if there are other means utilized to communicate. If the forums are the ONLY means, which seems to be the case, then communication will not be effective. Some of the campuses utilized the electronic campus newsletters very well prior to this year - why not bring them back - even if some campuses are not using the idea - why penalize the campuses which use them effectively.	Jan 9, 2013 9:58 PM
75	I am so sick and tired of emails that do not get answered is at least doing his job. could just as well give his job to I am so upset with all of this. I talked to a colleague of mine and we both agreed we are no longer valued. So, peace out dear people, Jerry had the right idea. What a travesty! My son is part of the college and his fiancé. I am going to inform all of the area colleges that there are people teaching in fields they are not even credentialed in. I am so tired of this. There are some great and wonderful people taking my classes and they deserve better. I will make sure they get this.	Jan 9, 2013 9:51 PM
76	The faculty forums need to be two way conversation. Most of the time, the information could be put into an e-mail and sent out. I feel that the forums either skim the surface or ignore the problem. I do not feel comfortable in stating the above opinions because I am not sure they are really anonymous. I feel a lot of mistrust. I know that I am not alone. Many people do not express their true feelings for the same reason.	Jan 9, 2013 9:29 PM
77	These would be more effective if administration didn't stand up and frustratingly admit they have no idea how to communicate effectively with faculty. Answer/include the questions and topics provided by faculty. I know of several items that have been submitted and have yet to be addressed. This is not effective communication.	Jan 9, 2013 9:10 PM
78	We can sit and have all the forums we want, but as employees we still have very little input into what actually happens.	Jan 9, 2013 9:03 PM
79	I think making an attempt to personally meet faculty and staff, actually listening to what the individuals have to say would go a long way in improving not only communication, but morale.	Jan 9, 2013 8:44 PM

Page 2, Q7. Please provide any additional thoughts or comments about the monthly campus forums.

80	Because topics must be submitted in advance, it often seems as though it is less of a forum and more of a lecture that will be provided.	Jan 9, 2013 8:43 PM
81	I do like the idea of campus forums, but often times my schedule just doesn't allow me to attend due to job obligations (busy helping students, faculty, and other staff). Above I answered that I am not able to attend forums because I teach, which isn't entirely accurate but about the closest to accurate answer for me as I am a staff member.	Jan 9, 2013 8:40 PM
82	could 1/2 be informational and 1/2 be "conversational"	Jan 9, 2013 8:35 PM
83	It is the perception among a vast number of faculty that the forums are designed to push out information and not openly seek input from faculty.	Jan 9, 2013 8:31 PM

Page 3, Q4. Other comments or ideas you have about the frequency/timeliness of communications?

1	If you want us to act like one college you need to share the same information between colleges. Probably as much as possible, different formats are ok	Jan 17, 2013 4:00 PM
2	Campus newsletters are important. These individual newsletters could contain specific information for that campus and important college wide information.	Jan 17, 2013 12:44 PM
3	I think the newsletter format looks nice but don't feel it is ready by very many faculty and staff.	Jan 17, 2013 10:31 AM
4	a means for communicating campus news & events would be beneficial....	Jan 17, 2013 9:13 AM
5	Newsletters are great, but it is easy to push off reading them if they are too lengthy, they don't feel applicable on a personal level, and if there is other more time sensitive deadlines to deal with.	Jan 16, 2013 3:04 PM
6	I do appreciate the information that provides as I feel they are good to know items even though they may not directly effect me. They are also short and sweet.	Jan 14, 2013 4:35 PM
7	Please continue to send updates as they occur.	Jan 14, 2013 10:34 AM
8	We had a campus newsletter in place and it worked very well until it was eliminated by current administration. Communications were MUCH IMPROVED when we had campus Provosts. We actually saw and visited with them several times a week!	Jan 13, 2013 12:01 PM
9	The Weekly Update worked. Please bring it back.	Jan 12, 2013 9:56 AM
10	I feel frequent campus communications are more important than college-wide communications	Jan 11, 2013 1:27 PM
11	Seems frequent enough	Jan 11, 2013 11:58 AM
12	I don't find myself wanting to take the time to read the newsletters.	Jan 11, 2013 8:30 AM
13	Weekly Weekly	Jan 11, 2013 6:34 AM
14	Quit telling us about how we are handling other college's payroll. We've known this for years! When the audience is faculty, keep the content more focused. The shared service initiatives can be left to e-mails. Curriculum trends, instructional strategies, articulation opportunities, new programs, program marketing, etc. are more relevant discussions.	Jan 10, 2013 4:26 PM
15	As we look at new ways to increase enrollment and completion rates, I think it would be beneficial to have all parties involved or at least able to give some input that other areas may not think about. Ex. 7x7=3 there are many areas that are affected such as Financial aid, graduation, no show etc. Just nice to be proactive rather than reactive. I don't mean that we should say whether we should do it or not, but rather what areas and how will it affect those areas.	Jan 10, 2013 4:25 PM
16	Very hard to find basic information. Example - what are the building hours for Jan 7 - 11? This info was in the weekly campus update. Now we don't have a source other then sending a email to a campus facility supervisor. This seems like a step back.	Jan 10, 2013 3:24 PM

Page 3, Q4. Other comments or ideas you have about the frequency/timeliness of communications?

17	Again, all the information should be available thru the employee portal, I know that the newsletters are on the web and I view them frequently.	Jan 10, 2013 1:34 PM
18	One concern with information is the often overwhelming number of emails w/o a clear sense of importance....	Jan 10, 2013 12:06 PM
19	The new college newsletter is ok information but in my opinion is high level fluffy communication. Would like to have back our weekly campus newsletter that had important information about how the campus operates on a daily / weekly basis - ie: Bookstore hours / campus building hours especially around holidays and breaks / facilities information / activities happening on campus etc. This information may be coming in the new employee portal but not available now / or we haven't been told where to find it. We need to have a place online where this information is at our fingertips so that we can best serve the student population. Right now, if I student asks 'how late is the bookstore open' I have to answer 'I am not sure.'	Jan 10, 2013 10:52 AM
20	When they arrive, I read them.	Jan 10, 2013 10:38 AM
21	Its information is vague and not helpful. The old campus specific ones had details about hours of operations, events, and other helpful things to know.	Jan 10, 2013 10:22 AM
22	Campus based faculty/staff meetings is a great way to disseminate updates.	Jan 10, 2013 9:43 AM
23	Can there be some way to highlight which issues will impact certain populations more than others? That way, we might more quickly understand what applies to us and what doesn't. I teach in the Gen Ed area, and it often seems that communications are targeted toward the Tech faculty. When that happens routinely, I lose interest, as I'm not sure how / when concepts apply to my area. While I understand that we want to see each other as "one" college -- not tech faculty or gen ed faculty, not isolated campuses, but again, one college -- I find the amount of information overwhelming, and it is difficult to tell sometimes if information is relevant to my discipline. I appreciate, for example, notes that say "FOR FACULTY TEACHING ECAMPUS COURSES" - as then I can immediately tell if a policy/idea is affecting something I'm involved with.	Jan 10, 2013 9:38 AM
24	I prefer the newsletter to email as I can then review information that pertains to me or interests me. I don't like that our inboxes are flooded with emails...some of which may not be relevant to all. I thought global emails were frowned upon anyway....	Jan 10, 2013 9:25 AM
25	When there is going to be a change it would be nice to know in advance so faculty can voice their thoughts on the matter.	Jan 10, 2013 9:10 AM
26	Sometimes as needed is all we need, but other times at least per semester to understand where & why instead of hearing this is going on over at that campus and not at ours.	Jan 10, 2013 8:50 AM
27	Since the newsletter has shifted away from a campus format, it seems that I am missing pertinent information that affects my work and the campus where I am located.	Jan 10, 2013 8:48 AM
28	See previous comment regarding communication.	Jan 10, 2013 8:46 AM

Page 3, Q4. Other comments or ideas you have about the frequency/timeliness of communications?

29	The current newsletter does not provide the necessary information to keep everyone moving forward. The current newsletter provides information about broad, sweeping ideas. We need information about the day-to-day operations that are pertinent as well.	Jan 10, 2013 8:46 AM
30	Some info seems to be lost in the shuffle. Just informing one person is not enough. We do not need to be decision makers just informed.	Jan 10, 2013 8:43 AM
31	Bring back the weekly campus newsletters.	Jan 10, 2013 8:19 AM
32	Make sure all faculty/staff receive the communications.	Jan 10, 2013 8:11 AM
33	I think campus information needs to be communicated more frequently than college wide information.	Jan 10, 2013 8:08 AM
34	Too much information leads to overload and to ignoring the information.	Jan 10, 2013 7:56 AM
35	I don't know that it is so much timeliness as involvement. Faculty have in the past either been told decisions after they have been made or given an opportunity to input but then ignored.	Jan 10, 2013 7:44 AM
36	The College newsletter looks great; however by the time it's published the news has appeared in several other places, emails on the campus, on the website in the news area or traveled via word of mouth, thus making the newsletter a better external than internal document.	Jan 10, 2013 7:35 AM
37	Should not have replaced campus newsletter. Some staff are not located on campus and most don't have time to watch the monitors in the halls to look for changes. Getting a campus newsletter on line gives the staff easy access to necessary information.	Jan 10, 2013 7:33 AM
38	Major decisions/changes should be communicated as soon as possible.	Jan 10, 2013 7:21 AM
39	Why are some of use receiving communications from multiple campuses?	Jan 9, 2013 10:29 PM
40	We had weekly campus newsletters which were very effective - those should be reinstated	Jan 9, 2013 10:22 PM
41	First off, I don't think the college newsletter has been effective. It does not provide enough details about all of the initiatives which are being brought forward throughout the college. Also, I checked 'as needed' above only because I thought that we should here about initiatives more frequently than once a month. How about weekly! If an initiative is being pursued, then let us know. If there is no new news about an initiative, then tell us, etc.	Jan 9, 2013 10:01 PM
42	HORRIBLE!!!!!!!	Jan 9, 2013 9:52 PM
43	I don't find the newsletters meaningful.	Jan 9, 2013 9:31 PM
44	It depends on the communication, but generally faculty is involved post-last hour decision making. It can not be emphasized enough....OVER communicate.	Jan 9, 2013 9:11 PM
45	The key is to "no surprises." We like to have a read on what is going on?	Jan 9, 2013 8:47 PM

Page 3, Q4. Other comments or ideas you have about the frequency/timeliness of communications?

46	Our previous method of individual campus newsletters were much more effective.	Jan 9, 2013 8:45 PM
47	One issue is access to newsletters. They should be available through the employee portal.	Jan 9, 2013 8:44 PM
48	Communication of common information in multiple formats is key due to the fact that not everyone has the same schedule and therefore cannot always attend meetings. The overall point is to keep communicating so campuses do not begin to drift apart.	Jan 9, 2013 8:43 PM

Page 4, Q3. The best way to deliver information is...

1	Through Department Chairs	Jan 17, 2013 1:10 PM
2	Campus newsletter	Jan 17, 2013 12:45 PM
3	After sufficient input, identify one official communication protocol and clearly articulate the expectation that people will be expected to use that medium to receive all official college information. There may be informal means of communication, but everyone know that the "official" nartrative exits in one place.	Jan 17, 2013 10:53 AM
4	Multiple means is best for me.	Jan 16, 2013 11:20 PM
5	A combination of these options would be best.	Jan 16, 2013 3:35 PM
6	I should definitely be in a format that is available to everyone. For instance, I have classes during the campus forums, so I'm not able to hear that information. Email is a timely method that involves cues for people to read it. I like the employee portal, but there needs to be some external cue/link/email to people so they know there is new info somewhere (and a quick link to find it).	Jan 15, 2013 9:13 PM
7	since not everyone will be able to make the forums I think email or portal would be sure that everyone has a chance to hear news	Jan 14, 2013 10:18 AM
8	Any of the above al long as the pertinant information is delivered. I do prefer an in person forum.	Jan 13, 2013 12:04 PM
9	Weekly Update.	Jan 12, 2013 9:58 AM
10	A combination. Some people cannot make forums, others don't read emails.... I think it needs to be delivered in multiple ways.	Jan 11, 2013 1:21 PM
11	College president in a question-answer session or conversation over lunch	Jan 11, 2013 12:48 PM
12	If this is regarding presidential communications, in person is best with ITV second.	Jan 11, 2013 8:33 AM
13	There is no one best way!	Jan 10, 2013 4:30 PM
14	a combination of portal, email and or college news letter	Jan 10, 2013 4:30 PM
15	Electronic Update in Employee portal	Jan 10, 2013 2:31 PM
16	all of the above	Jan 10, 2013 1:23 PM
17	face to face forum followed by a digital summary for those who couldn't attend	Jan 10, 2013 11:16 AM
18	A combination of campus forums and ITV/WebEX	Jan 10, 2013 10:15 AM
19	faculty/staff meetings	Jan 10, 2013 9:44 AM
20	combination of above without WebEx	Jan 10, 2013 9:37 AM
21	I think more information should be available over WebEx.	Jan 10, 2013 9:31 AM

Page 4, Q3. The best way to deliver information is...

22	In person as needed	Jan 10, 2013 9:29 AM
23	Any communication method would be fine, as long as it was more often than once per month and clear.	Jan 10, 2013 8:53 AM
24	For me, it would depend on the nature of the information. Some information would best be delivered in a forum, other information via e-mail.	Jan 10, 2013 8:50 AM
25	Some kind of document that allows areas to submit the events, happenings, and updates related to their area is very much needed. Too much information is going by the way side with the current structure.	Jan 10, 2013 8:48 AM
26	It depends on what type of information is trying to be disseminated as to the delivery format.	Jan 10, 2013 8:15 AM
27	I think it depends on the information being shared.	Jan 10, 2013 7:38 AM
28	depends on the information	Jan 10, 2013 7:37 AM
29	All!	Jan 10, 2013 6:06 AM
30	First of all, on number 2, why can't the president be available for dialog on each campus weekly? Or every other week? We want to work with her to advance the mission of the college. If she is only around once a month, how does that assist us in moving the college forward? BTW, the best way to deliver information is through the electronically-derived WEEKLY newsletter!	Jan 9, 2013 10:08 PM
31	Several methods need to be used depending upon the information and the situation.	Jan 9, 2013 9:46 PM
32	Both college newsletter and employee portal.	Jan 9, 2013 8:47 PM
33	As stated before, having multiple methods of communicating common information is key.	Jan 9, 2013 8:45 PM
34	All of the above work...however the importance of the message should dominate the communication method.	Jan 9, 2013 8:35 PM

Page 4, Q4. What scope of information do you want to receive about college initiatives?

1	Include all info in the campus newsletter and people can pick what they need to know about.	Jan 17, 2013 12:45 PM
2	Mostly want monthly info about my department but would like email info about all initiatives perhaps 1 or 2 times during the semester.	Jan 16, 2013 11:20 PM
3	It would be nice if they could just send a brief email letting us know if there has been an update, with a link to more information. Perhaps a monthly one could be sent out with which initiatives were updated, and then include a link to further information in the portal...	Jan 14, 2013 3:23 PM
4	Depends on the format used. I would accept info about all initiatives via e-mail, but when F2F, keep it focused.	Jan 10, 2013 4:30 PM
5	would be nice to have an initiatives portlet that we can check out for updates.	Jan 10, 2013 4:30 PM
6	I am not sure what you mean by college initiatives.	Jan 10, 2013 3:27 PM
7	combination of all and related.	Jan 10, 2013 9:37 AM
8	I think the medium drives this....should communication come on a regular basis via newsletter, those who are only interested in certain items can review as wanted. But the newsletters are regularly posted, so those who want to know have that regular correspondence to look forward to.	Jan 10, 2013 9:31 AM
9	Information needs to be shared a number of ways. Right now, very little information is shared.	Jan 9, 2013 9:46 PM
10	Its important that faculty are informed of all initiatives as it's embarassing to be visiting with people in the community and they bring up initiatives that faculty have never heard of.	Jan 9, 2013 9:14 PM
11	I want information on all initiatives to be available to me.	Jan 9, 2013 8:47 PM

Page 4, Q7. Other suggestions for improving the "how" and "when" College leaders communicate?

1	#5, I access email and the portal daily.	Jan 16, 2013 4:23 PM
2	Other than initiative emails and need-to-know information that effects my job (and preferably with advance notice), I don't need further communication. Faculty/staff meetings are beneficial for day-to-day operations.	Jan 14, 2013 4:41 PM
3	Issues need to be sent to us as they occur, not when it is convenient for us to receive them.	Jan 14, 2013 10:36 AM
4	Is there a preferred way to communicate questions and concerns to the President if one can not make the campus forum?	Jan 14, 2013 10:18 AM
5	Share information, do not assume that we know the information!	Jan 13, 2013 12:04 PM
6	Communication needs to be on a much more personal format. I believe need to do a much better job as seeking conversations with individual fields in general education. It would be nice to see them on our campus having spontaneous conversations with faculty and staff.	Jan 11, 2013 1:21 PM
7	I could not answer #5 correctly. I access all of them daily. I believe the college leadership is missing the boat on communication - mostly on gathering information and respecting work that has been done. I realize there are new initiative and some of the initiatives could benefit from lessons that have been learned. Ask those that have some knowledge of the past along with those that have new ideas. Synergize!	Jan 11, 2013 12:48 PM
8	The President should spend most of her time where the most students are located.	Jan 11, 2013 6:38 AM
9	We need more opportunities to meet with campus-wide employees to discuss common interests. Discouraging communication is very disappointing.	Jan 10, 2013 4:30 PM
10	maybe we could do the campus forum for the first half and then move into the faculty/staff meeting. Combine them so that we are getting college wide communications as well as campus communications.	Jan 10, 2013 4:30 PM
11	question 5 in this section is formatted incorrectly and does not allow answering as expected. please mark my answer as 'daily' for both email and portal, and 'once per month' for news & events on the website.	Jan 10, 2013 1:23 PM
12	The "time of day" for communication really depends on the day of the week and the semester - my schedule is different every day.	Jan 10, 2013 11:16 AM
13	I'd like to see the president on the Wadena Campus once a week. And she needs to make rounds so that faculty/staff/students know who she is. #5 above doesn't appear to work. I couldn't choose "Daily" for both College Email and Employee Portal.	Jan 10, 2013 10:43 AM
14	question #5 doesn't allow for you to check daily on each of the items.	Jan 10, 2013 10:40 AM
15	I think it's more important to find a way to support department chairs in the Gen Ed dept. Then, they could communicated information. Without a strong organizational structure on the faculty level, there isn't an immediate and frequent reminder of how the dept. is a part of the larger whole. Instead, it's an	Jan 10, 2013 9:43 AM

Page 4, Q7. Other suggestions for improving the "how" and "when" College leaders communicate?

	"every man/woman against/with the four campuses". I would respond more directly to ideas from my own dept and fellow faculty vs. the "big" ideas dealt with in admin. -- sometimes, I'm not sure how the overall concept applies to my dept. If there was a dept. chair that could relay info from the college leaders and express how it connects to my dept./my campus, I think the how and when would become less puzzling. Instead of communicating with EVERYONE twice a month (travel costs, too), you might find a way to communicate with smaller groups responsible (and accountable) to their departments.	
16	The president should be more involved in everything we do.	Jan 10, 2013 9:42 AM
17	please note: by checking "daily" on #5, I mean at least once a day Monday through Friday days. I try not to check on the weekends.	Jan 10, 2013 9:37 AM
18	I think that inservice is an ineffective method of communicating important issues. Primarily due to the large group setting and extended "sit time." Very little is retained in this type of environment. More small group options would work better (I liked the rotation schedule this Spring inservice). Also, I think it would be beneficial to have a "mid-sem" inservice of sorts...provide updates and reminders about initiatives that we need to be focusing on. By this point, we're done prepping, in a routine, and more apt to absorb information. Just a thought...	Jan 10, 2013 9:31 AM
19	Try walking around campus and talking with the Faculty and Staff. We hide behind meetings but the "personal" touch will get the faculty and administration much further. The deans at the Moorhead campus are doing a wonderful job communicating with the faculty but we never see or hear from the CAO or President unless it is in a formal setting	Jan 10, 2013 9:21 AM
20	Question #5 does not work correctly - I access college email, the employee portal and the college website on a daily basis but the options would not let me say this, nor leave it blank, so I had to answer incorrectly on two which will now skew the results.....	Jan 10, 2013 8:53 AM
21	Deans should be in contact weekly. President monthly.	Jan 10, 2013 8:45 AM
22	Bring back the weekly campus newsletters.	Jan 10, 2013 8:20 AM
23	We need campus based information. I know we are trying to be one college but there is still information that is relevant to only one campus.	Jan 10, 2013 8:14 AM
24	Please emphasize with leaders that communication needs to go both ways. Timely response to emails is an area where our leaders can improve.	Jan 10, 2013 7:58 AM
25	Question 5 won't let me answer that I access College email, Employee Portal and the News and Events area - all Daily.	Jan 10, 2013 7:38 AM
26	Though we are one college there are campus specific communications that are necessary	Jan 10, 2013 7:37 AM
27	It is important for faculty and staff to know not only about decisions/changes but also about the rationale for these.	Jan 10, 2013 7:24 AM

Page 4, Q7. Other suggestions for improving the "how" and "when" College leaders communicate?

28	For question 2 weekly should be an option.	Jan 10, 2013 7:18 AM
29	Communication is pointless unless the leaders are listening; the current Administration doesn't seem to want input, so I'm not sure it matters whether they are communicating or not with us.	Jan 9, 2013 10:24 PM
30	The best way: HOW = in person! WHEN = more frequently than once a month! Also, as you may have noticed through the Clicker real-time survey at duty day, faculty/staff are not being effectively communicated with (hence, the reason for this survey monkey). One item which admin. will have to come to grips with = each campus will want to be communicated with differently - if this 'one size fits all' mentality continues, you will not see a huge movement in how faculty/staff feel about the communication issues!	Jan 9, 2013 10:08 PM
31	WE SHOULD BE ASHAMED OF WHO WE ARE. HERE IS A QUOTE FROM AN ACTUAL STUDENT: "MState is a high school where you can smoke." If that is all we are, then we had better look at ourselves deeply. The Winterim is a joke.	Jan 9, 2013 9:55 PM
32	Talk to people; ask opinions; ask what is needed; ask how things are going; care; don't assume the answers.	Jan 9, 2013 9:46 PM
33	The administration is very defensive on many issues/topics when they present information and this is ineffective.	Jan 9, 2013 9:14 PM
34	How the communications come down leaves a lot to be desired. Having a face to face with the individual program faculty and/or staff could possibly instill a bit of the confidence that has been lost for our current administration. Allowing the staff and faculty to be part of the processes rather than just being the recipients of administration's decisions would also be refreshing.	Jan 9, 2013 8:56 PM
35	There is a serious lack of communication right now. It is unnerving, to say the very least.	Jan 9, 2013 8:47 PM

Page 5, Q9. Provide additional input on the sorts of information you need/want from the President or others in Senior Leadership positions.

1	Some change is good, but it feels as if Senior Leadership is trying to "fix" things that aren't broken. Way too many changes are going on.	Jan 17, 2013 4:06 PM
2	I feel it is not only important to have this information communicated to us more effectively, but even more important to me is the fact that the decisions seem so top down without any consultation or inclusion of faculty/staff. I don't just want want the information reported to me; I want to be included in the decision-making, especially when it directly relates to my position.	Jan 16, 2013 11:23 PM
3	It is important that we work together as a unified college, however each campus is unique and I think we should be able to celebrate and maintain that individuality as long as we are keeping the integrity of the whole college in mind. Some decision making power should remain on the campus level to ensure that faculty and staff still feel valued and like they have a voice. When Senior Leadership is not always accessable (meetings, etc) and on other campuses, employees lose the opportunities to build personal relationships.	Jan 16, 2013 3:13 PM
4	When a procedure (not policy) has been changed it would be beneficial to share that with student services so when staff are working with students they are appropriately guiding them. (An example: admissions changed from leaving a student application open for 1 academic year, to canceling it after term starts for the term the student applied. I am not disputing the action, I believe it is going to only be helpful as our numbers will be more accurate, however, student services need to know this so those who interact with a student who decided to wait a term do not assume the records are still open. The staff member is able to tell the student to complete the returning student application and reduce frustrations and time loss in the student trying to register only to find out he or she has no open account).	Jan 16, 2013 2:22 PM
5	Winterim is a perfect example of this. I really think we could have made this work, IF we would have known about it more than 2 weeks prior to it's start!	Jan 14, 2013 2:27 PM
6	open, upfront information w/o hidden agendas	Jan 14, 2013 10:21 AM
7	I feel we are kept in the dark when it comes current leadership.	Jan 13, 2013 12:06 PM
8	Staffing changes, budget updates. I only speak with/communicate with my direct supervisor an average of 3 times/month. I recieve little to no information from this individual.	Jan 11, 2013 3:58 PM
9	Administration is out of touch with front line staff.	Jan 11, 2013 12:21 PM
10	I think it would be in everyone's interest to understand efficiencies and how we can improve them. In all the years I have been here there has been no plan to improve efficiencies. Things do not change unless they are addressed.	Jan 11, 2013 6:45 AM
11	I prefer Senior Admin versus Senior Leadership.	Jan 10, 2013 4:33 PM
12	Having been at the college through several administrations it seems like with each change there is a need for change. While change can be welcomed it isn't necessary to re-invent every aspect of the college. If something is in place that works- keep it. If something needs to improve work on making it better. The	Jan 10, 2013 3:32 PM

	college seems to be very reactive right now instead of proactive.	
13	It seems that administration has been making decisions that effect everyone in a vacuum.	Jan 10, 2013 1:04 PM
14	More leadership and less following of "trends" purported in the media which are influenced by anti-public higher education corporate interests.	Jan 10, 2013 11:19 AM
15	How do the President and other Senior leaders view the role of Gen Ed courses on the Moorhead & campus? This past year, I have felt increasingly as if the academic focus of the Gen Ed, transferable courses is being downplayed/under-appreciated. I feel as if there is no one who is seeing the value and the vision of the AA/Gen Ed courses. There seems to be more of a vision and understanding of the role of Tech programs. The Gen Ed is being left to fend for itself without much leadership.	Jan 10, 2013 9:48 AM
16	Honesty would be good. When 58% or more people hear things from their peers instead of the top, rumors happen just like Pres. Kennedy said at duty days. Along with a lot of wasted time on worrying about things.	Jan 10, 2013 9:46 AM
17	opportunity for discussion concerning class schedule before changes are made: canceling or adding. Thanks.	Jan 10, 2013 9:39 AM
18	I think part of the dissatisfaction is dislike of the authority changes that have happened. I don't think it's 100% not understanding, I think a portion of my dissatisfaction is disapproval of the rationale that has been provided. Two years ago, I felt good about the direction our college was taking. I don't feel that same level of confidence today.	Jan 10, 2013 9:35 AM
19	Please work with the faculty when it comes to important decisions and changes.	Jan 10, 2013 9:22 AM
20	I would like to see that the campus deans have more say in matters and decisions concerning their own campus.	Jan 10, 2013 9:17 AM
21	Smaller group/Departments discussion also of how a decision is made for the lower level & affects other groups/departments	Jan 10, 2013 9:01 AM
22	See first response regarding communication.	Jan 10, 2013 8:54 AM
23	The more we know, the more we are able to support their decisions and assist with the implementation of ideas. When we are just "told" that the college is doing something, it makes it very hard to stand behind the project. Knowing the rationale and "story" can make all the difference.	Jan 10, 2013 8:50 AM
24	I believe our department has been prudent in maintaining efficiencies - would like to at least be notified if cancelling a course before it is done.	Jan 10, 2013 8:47 AM
25	The disconnect comes when too much information is being transmitted. For me the constant flood of emails end up only getting partially read.	Jan 10, 2013 7:59 AM
26	no longer understand what positions people hold and what their key responsibilities are or who are the contact people (on a daily working level) are for different situations Don't have a clear understanding of all the new "titles"	Jan 10, 2013 7:42 AM

	people carry and how that translates into their key job duties	
27	There is no communication on the decision making with faculty,	Jan 10, 2013 7:21 AM
28	The President needs to get off the Fergus campus on occasion, and try to actually understand the history and inter-campus dynamic of this place.	Jan 9, 2013 10:26 PM
29	DO YOU EVEN CARE?? I DO NOT THINK YOU DO—I AM A VERY GOOD TEACHER AND WILL CONTINUE TO BE. THAT IS MY SAVING GRACE IN LIFE.	Jan 9, 2013 9:56 PM
30	IF a decision is made, I want to know what was the objective for making the decision, how and from where was the information gathered, what was the rationale and how will the success of the decision be measured. In other words, how was the problem-solving process used?	Jan 9, 2013 9:54 PM
31	Knowing how it is determined and why faculty and advisory committees are not included in program closures should be addressed openly, honestly, and to everyone including the advisory committee members prior to final decisions. How one program can be constantly running in the red, year after year, yet spared when it comes to cuts should also be explained to everyone, college wide. I feel the President and other Senior Leaders have not taken the time to understand many of the programs, what they do, who they serve, their connections to industry, etc. This is unacceptable. How many programs are going to be cut before faculty and staff are included in any decisions?	Jan 9, 2013 9:18 PM
32	If you want faculty support on any of these issues including the strategic plan it's imperative they are informed ahead of time.	Jan 9, 2013 9:16 PM
33	I just do not believe we have a great structure for communication. Who is doing what on each campus and as a college is a mystery at times.	Jan 9, 2013 9:06 PM
34	Leadership plans to achieve the strategic plans, leadership progress on the operational plans Shared Governance Minutes Minutes from the College Advisory Board Growth plans More conversations with faculty on academic issues	Jan 9, 2013 8:40 PM

Page 6, Q1. Suggest ways to improve interactive communication opportunities between faculty/staff and College leaders.

1	Include them in the decision process when it affects their position/department.	Jan 18, 2013 3:58 PM
2	I can tell you what's not working. It's not working having a huge department and NO department or division chair to disseminate information! It is unthinkable to deny our faculty the right to have a department chair. We have witnessed the devolution of this—going from 6 credits of release time per year (which is what it should be), to 3 credits per year, to NO CREDITS per year. How can you keep expecting us to be in communication with our leaders if we don't have someone who has the TIME to be a division/department chair? When I tell colleagues from other institutions that we do not have a chair, their jaws drop and they stare in disbelief. You want this to be a modern institution? We need better communication; we need someone who can see the whole picture and, in a timely manner, discuss the important policies that are made, often without our input of any kind (the name-change is an example of that), to the remainder of the professionals who work here. We are instructors, we have master's degrees, we CARE about these students, and every thing you ask us to do without pay is insulting and ultimately takes time away from our students. You want better teachers? Start the respect with giving us release time for Department/Division chair. It's a small step, but its impact on the morale of our department would be gigantic. (And please avoid the budget discussion here—if the Gen Ed council members get release time (as they should), division chairs should too.)	Jan 17, 2013 1:20 PM
3	The best way to improve communication and trust is one person at a time. Invest more time building relationships. Like it or not, that is the one common denominator of a high functioning organization.	Jan 17, 2013 11:02 AM
4	Administrators walk around their campus to see what is happening in the trenches. Visit with faculty/staff and students. This seems to have become a thing of the past due to the many weekly meetings that take administrators away from the daily operations of their campuses.	Jan 17, 2013 10:43 AM
5	blog	Jan 17, 2013 9:16 AM
6	College leaders can improve by having more informal dialogues/conversations with faculty and staff. Right now it seems like leaders don't care what we think, need or want.	Jan 16, 2013 11:31 PM
7	More options for accessing info - more web exs - recordings for review later if people cannot attend.	Jan 16, 2013 3:36 PM
8	More opportunities for communication and decisions to be discussed on a campus level.	Jan 16, 2013 3:14 PM
9	It is my perception that the "big" picture is pretty well shared. However, some of the smaller day to day changes that affect interaction with students and each other need to be shared. For example, if a processing piece is no longer the responsibility of one department, for whatever reason, it should be expected that	Jan 16, 2013 2:45 PM
10	Email is probably the best way to communicate as I don't always have the time to review the portal right away, but with email, I will keep the message and go back and review it when I have the time. It also serves as a reminder that something is left there to review.	Jan 14, 2013 3:30 PM

Page 6, Q1. Suggest ways to improve interactive communication opportunities between faculty/staff and College leaders.

11	I feel there is a HUGE disconnect right now, but I'm not sure how to correct it.	Jan 14, 2013 2:29 PM
12	Leaders be more open to casual conversation. Allow opportunity for conversation. More email communication to affected parties as decisions are made.	Jan 14, 2013 11:29 AM
13	Departmental meetings where some information can come from the supervisor.	Jan 14, 2013 10:53 AM
14	blog?	Jan 14, 2013 10:24 AM
15	Be proactive, take a genuine interest in programs, faculty and staff. Visit the programs on the campuses.	Jan 13, 2013 12:09 PM
16	Every department needs to have a department chair.	Jan 12, 2013 10:03 AM
17	Be here!	Jan 11, 2013 4:10 PM
18	I think the campus forums are GREAT, and the information that is shared is useful, I just wish that it happened at all levels. The communications in student services is terrible. *The directors have been doing a great job, the issue is higher.	Jan 11, 2013 4:04 PM
19	people need to communicate but it really stinks. Everything is a guessing game find out the hard way etc etc.,	Jan 11, 2013 3:21 PM
20	The basis of good communication is a good relationship. The relationship must be developed, trust and respect must be gained.	Jan 11, 2013 1:35 PM
21	Campus faculty/staff meetings	Jan 11, 2013 12:55 PM
22	Improve trust level and request meaningful input on areas that affect the employee. Communicate decisions timely with rationale through email or face to face when needed. Sometimes it would be nice to ask others for input and not act as if they have all the answers.	Jan 11, 2013 12:36 PM
23	Have a work group session and have staff explain to their Administration what a typical day is like for them. Administrators should take notes of what their staff does and match it to their Position Description.	Jan 11, 2013 12:24 PM
24	Increase the number of face to face meetings	Jan 11, 2013 9:33 AM
25	It just seems that with the new model, our Campus Senior Deans and leaders are more hands off and we do not have our own feeling of ownership to our campus.	Jan 11, 2013 8:12 AM
26	college newsletter weekly.	Jan 11, 2013 6:51 AM
27	It is important to improve communication with faculty ranks too. There is too much competition and not enough cooperation. This is a top-down problem. Use an Admin Duty Day for a team-building event and mix people from different campuses together.	Jan 10, 2013 4:37 PM
28	Combine campus forum and faculty/staff	Jan 10, 2013 4:34 PM

Page 6, Q1. Suggest ways to improve interactive communication opportunities between faculty/staff and College leaders.

29	I feel satisfied on the Student Services branch that there is communication among various constituents.	Jan 10, 2013 4:03 PM
30	Use of email and employee portal, listing initiatives and who makes the decisions on them, a list of current administrators available especially after so many recent changes.	Jan 10, 2013 1:43 PM
31	make the information easily accessible at any time and via multiple communication pathways.	Jan 10, 2013 1:27 PM
32	Listening to and taking seriously input from faculty and staff. We begin to think, "why bother" if our input isn't even considered.	Jan 10, 2013 1:10 PM
33	portal	Jan 10, 2013 11:52 AM
34	When faculty and staff have questions, please take the time to sit down and discuss the situation. It often seems that administrators are too busy to be bothered by faculty and staff. If we are to function as a college of higher learning and inquiry, we should all respect the insight and expertise that everyone brings to the table.	Jan 10, 2013 11:24 AM
35	I think there needs to be a set-time once a month where "all" and I mean "all" employees attend an informational meeting such as the CF	Jan 10, 2013 10:46 AM
36	Follow the proper chain of command! I am so tired of things happening and everyone looking around wondering who approved that or who was involved in that!	Jan 10, 2013 10:42 AM
37	Assign discussion topics that require faculty/staff to work across departments to gain a better understanding how our roles are interconnected.	Jan 10, 2013 10:23 AM
38	Get paid department chairs in Gen Ed depts. These should be appointed by the people in the depts. (esp. for depts. over 5 people) Hold these faculty leaders accountable. It is an expense worth having - more worth it than paying for the pres. & deans to drive all over the place. Have the deans on each campus deliver needed info to dept. chairs to deliver to their individual faculty. You might also create meeting times at duty days for all dept. chairs to meet with admin to discuss wider college goals. It is no mistake that most other colleges have this structure in place. Even in the tech programs, where this is the case, I sense more of a sense of unity in the program and in the college rather than in the current Gen Ed program on the Mhd campus.	Jan 10, 2013 10:14 AM
39	More use of technology: enewsletters, create easy to access document repositories so we can track decision making processes and decisions. Offer searchable documents and various ways to sort them (by committee, by month, by topic)	Jan 10, 2013 9:57 AM
40	allow open discussion to occur...sometimes that means deviating from the agenda to address immediate concerns. Administrators need to listen to the faculty, truly listening and engage in the conversation not dominate it.	Jan 10, 2013 9:51 AM
41	I think emails are the best options for communications with all employees being	Jan 10, 2013 9:40 AM

	spread out to 4 different campuses. Communication through email guarantees that everyone would be getting the same information.	
42	Have more Cam,pus meetings	Jan 10, 2013 9:37 AM
43	Be seen more. Where was our president during graduation? I attended graduation at all of the colleges in the F/M area and this was the only campus in where the President was not present. What could be more important than graduation? Is this not our ultimate goal?	Jan 10, 2013 9:24 AM
44	Weekly meetings	Jan 10, 2013 9:10 AM
45	As staff it is good to know some of what is going on with Faculty, but not everything, but also for Faculty to understand the process that Staff has as responsibilities and it isn't all about the Faculty being the one teachning students. That Staff have a big input also .	Jan 10, 2013 9:08 AM
46	Every request from faculty members, if it is denied, should be answered with a reason why.	Jan 10, 2013 9:05 AM
47	Communate more often than once per month and have clear communication.	Jan 10, 2013 8:55 AM
48	Provide something that is electronic and two-way. Currently, there are very few opportunities for faculty/staff to contribute ideas electronically. Outside of submitting a question for the forum, there are few to no ways to communication.	Jan 10, 2013 8:52 AM
49	More interaction with deans.	Jan 10, 2013 8:49 AM
50	An email	Jan 10, 2013 8:39 AM
51	More frequent departmental/division meetings (twice per semester perhaps?)	Jan 10, 2013 8:37 AM
52	Bring back the weekly campus newsletters.	Jan 10, 2013 8:25 AM
53	Perhaps meetings with departments and leaders on a campus by campus basis	Jan 10, 2013 7:48 AM
54	Request input prior to making major decisions/changes. Talk with faculty/staff - schedule forums in which topics are discussed—not where college leaders just tell us. Allow time for open discussion.	Jan 10, 2013 7:31 AM
55	Please bring back the weekly campus update!! It worked perfectly and was used. This one college push does not mean we should abandon everything that worked in the past.	Jan 10, 2013 7:28 AM
56	Short email from Deans (abbreviated form) if more detail then a link or forum should be advised	Jan 10, 2013 7:20 AM
57	ON CAMPUS meetings/ monthly news letters	Jan 10, 2013 7:01 AM
58	Reinstate Faculty Chairs for each department-- they can be a good connection between college leaders and faculty and can be a voice for the faculty in their department.	Jan 10, 2013 6:08 AM

Page 6, Q1. Suggest ways to improve interactive communication opportunities between faculty/staff and College leaders.

59	morale is very low among staff	Jan 10, 2013 5:56 AM
60	Brief bullet pointed update newsletter monthly from shared governance with ideas on how to learn more about the bullet points.	Jan 10, 2013 5:01 AM
61	1. Realize that each campus will want to be treated differently. 2. Realize that many ways in which folks got information in past years was through a local administrator who they trusted. I'm not implying that we should go back to the 'provost' model, however, you have to realize that there will be an adjustment period for folks. 3. You stated a key word in your topic heading here - INTERACTIVE - the admin. team has to be out and visible more frequently - many members in the faculty ranks don't trust the work that the newest members of the admin. team are doing - its not that the admin. team is doing a lousy job - but people don't know you guys - the newest members of the admin. team have not yet earned the trust of the faculty.	Jan 9, 2013 10:24 PM
62	Talk to people, hold forums, create an atmosphere where people don't fear retaliation. Disagreement is not bad - it can bring about very positive change. People need to understand where the decisions are coming from before they can support the.	Jan 9, 2013 10:07 PM
63	Listen, listen, and please respond to emails. If you want us (as teachers to), why does a dean just ignore us.	Jan 9, 2013 9:58 PM
64	Large groups do not work. Having to submit a question weeks ahead of time does not work. Many of the campuses do not have that large a number of faculty and staff, so personal, "get to know you and your concerns" type meetings may help restore our lack of confidence in our leadership.	Jan 9, 2013 9:25 PM
65	"A note from the President" would be nice to address topics/issues that are being dealt with each week at the administrative level.	Jan 9, 2013 9:17 PM
66	Our campuses are so different that it is difficult to run them as one college. This creates conflict, so I think any time when there are opportunities to communicate, many are lost because we don't believe in what we are doing.	Jan 9, 2013 9:13 PM
67	Relaxing the requirements of the campus forums would be a start.	Jan 9, 2013 8:50 PM

Page 6, Q2. Specify how college leadership might more effectively share information with and solicit input from faculty/staff.

1	Ask them directly for input, in a way that they would feel that the shared info or request for info is personalized so they feel that you truly want to hear from them	Jan 18, 2013 3:58 PM
2	DIVISION/DEPARTMENT CHAIRS!	Jan 17, 2013 1:20 PM
3	Expand your scope of input. If you only ask for the minimum input required by the contract, faculty will continue to mistrust the process and the leadership. Develop an authentic, inclusive, multi-directional input process.	Jan 17, 2013 11:02 AM
4	Speaking with them one on one in a small group setting or private setting if preferred.	Jan 17, 2013 10:43 AM
5	Talk with us! Stop by and visit in the halls, classrooms, offices. Ask for our input BEFORE decisions are made. Treat us with respect and like our opinions and ideas are valued and heard. Encourage us to visit leaders offices, too. Have an open-door policy with us.	Jan 16, 2013 11:31 PM
6	These surveys are effective.	Jan 16, 2013 3:36 PM
7	I think emails are an effective way. I understand many do not like them, but I am busy enough that I am more likely to open and read an email. In addition, I can save the information to refer to later.	Jan 16, 2013 2:45 PM
8	No everything needs to be college wide because we have such different campuses. I wish we had more discussion with our Dean.	Jan 15, 2013 3:22 PM
9	I like that you use the surveys, though I'm not sure what the response rate is. I also like that you've added the planning section in the portal for employees to see the strategic planning efforts. Again, I would just suggest organizing the forms as less of a presentation and more of an open discussion. You do this a bit now. I would go less into detail (as we typically have handouts), and then make more time for discussion. You may need someone to lead each section, but it may be more effective.	Jan 14, 2013 3:40 PM
10	I am content to have it shared with my Dean who will pass this on down to me.	Jan 14, 2013 3:30 PM
11	Tells us what direction this college is heading, and then ask us for our input on how to get there!	Jan 14, 2013 2:29 PM
12	Departmental meetings where staff gave an opportunity to give feedback and ask questions.	Jan 14, 2013 10:53 AM
13	email those directly involved with specific information and questions	Jan 14, 2013 10:24 AM
14	Ask for it.	Jan 13, 2013 12:09 PM
15	The Deans need to meet with faculty. Twice a semester should be sufficient.	Jan 12, 2013 10:03 AM
16	Be here!	Jan 11, 2013 4:10 PM
17	Before huge initiatives such as "winterim" and "your turn to learn" are implemented it would be nice for the deans/VP's to get the opinion of the people	Jan 11, 2013 4:04 PM

	who actually do the work and talk to the students/prospects on a daily basis. We used to be included in these decisions and have a lot to offer. The majority of us feel as though our opinions and ideas are not valued anymore.	
18	I am not sure but what we are doing now is not working. Maybe going back to a semi-strategic dean model would help. A Business Dean could communicate with all Business programs regarding curriculum. Each dean could also have campus duties to keep lines of communications open between the faculty/staff and different division on each campus. Just a thought.	Jan 11, 2013 12:55 PM
19	Through email or direct face to face on issues that involve the employee units directly. More consideration needed on how decision affect various functional groups.	Jan 11, 2013 12:36 PM
20	Administration should ask staff what they think about items before they make changes to them.	Jan 11, 2013 12:24 PM
21	Via email	Jan 11, 2013 9:33 AM
22	I think surveys are a good way to solicit input from faculty and staff.	Jan 11, 2013 8:58 AM
23	I wish we would go back to the old model of communication and have our campus Deans/Admin bring information back from the cabinet that pertains to us and we would have our 10:00 hour Tues/Thurs bi monthly or monthly meetings	Jan 11, 2013 8:12 AM
24	Visit staff in their area. Learn what we are teaching our students and what we are doing to make the college better. Show the students the president cares about them (show up for graduation).	Jan 11, 2013 6:51 AM
25	Prove that input is valued.	Jan 10, 2013 4:37 PM
26	combine campus forum and faculty/staff	Jan 10, 2013 4:34 PM
27	surveys, forums, meetings, etc.	Jan 10, 2013 4:03 PM
28	Maybe a daily running list of college changes made and who the contacts are regarding them thru the employee portal. It would be much easier to stay up to date on the important changes with administration and decisions made and changes and know who is involved with those changes.	Jan 10, 2013 1:43 PM
29	Organize communication documents effectively. Rather than one long treatise on whatever is being communicated. create short, concise headings that give an overview of information with an easy way for people to access more info if desired.	Jan 10, 2013 1:27 PM
30	Listening to and taking seriously input from faculty and staff. (not that we will always have to agree)	Jan 10, 2013 1:10 PM
31	portal	Jan 10, 2013 11:52 AM
32	Talk to them. Other than committee meetings, it is very difficult to find an administrator available to discuss.	Jan 10, 2013 11:24 AM

Page 6, Q2. Specify how college leadership might more effectively share information with and solicit input from faculty/staff.

33	Don't go over our heads when there are major changes in curriculum, schedules, and leadership	Jan 10, 2013 10:42 AM
34	Expand the forums to include a three day workshop with trainings, discussions and ideation sessions on pressing trends emerging within the college.	Jan 10, 2013 10:23 AM
35	Dept. Chairs.	Jan 10, 2013 10:14 AM
36	see above	Jan 10, 2013 9:57 AM
37	Give the faculty the opportunity to participate in an open discussion. Forums are currently being used to provide information rather than open discussion.	Jan 10, 2013 9:51 AM
38	With keeping everything confidential a survey would be the best option.	Jan 10, 2013 9:40 AM
39	Just ask. In Person	Jan 10, 2013 9:24 AM
40	E-mails ans surveys like this are good.	Jan 10, 2013 9:10 AM
41	Supervisors/small groups/departments meetings along with Faculty/Staff Forums along with E-mails and newsletters . You find the time to stay updated if you want to.	Jan 10, 2013 9:08 AM
42	Ask.	Jan 10, 2013 8:55 AM
43	An electronic portal of some kind.	Jan 10, 2013 8:52 AM
44	How about a suggestion box - could it be done online without knowing author?	Jan 10, 2013 8:49 AM
45	Remind faculty/staff where to find/access information (such as campus newsletters, notes from campus forums, etc.). Schedule campus forums later in day.	Jan 10, 2013 8:37 AM
46	Hear what the division chairs are trying to communicate. As far as I know this is the only form of communication between faculty and administration.	Jan 10, 2013 8:25 AM
47	Return to a model of a local campus meeting, with a senior admin delivering updates. It worked before, but the new admin structure didn't agree with the model.	Jan 10, 2013 8:18 AM
48	If our leaders want input from faculty to be improved then perhaps following through on what we have already discussed would be beneficial. Many faculty withhold input because they feel it doesn't matter what they say. Our campus leadership "forgets" what was discussed and agreed upon too often.	Jan 10, 2013 8:03 AM
49	campus contact person a "go to" and "get from" person on the campus level	Jan 10, 2013 7:44 AM
50	Publish easily accessible minutes for all SG, AASC, cabinet, and other meetings in which important issues are discussed.	Jan 10, 2013 7:31 AM
51	The faculty are so left out of decision making that they do not even want to serve on hiring committees because their voice is not heard. It is at an all time low and needs to be addressed NOW	Jan 10, 2013 7:28 AM

Page 6, Q2. Specify how college leadership might more effectively share information with and solicit input from faculty/staff.

52	Through division chairs. More faculty are willing to share in small groups. Division chairs can carry this to deans.	Jan 10, 2013 7:20 AM
53	visit the depts regularly	Jan 10, 2013 7:01 AM
54	Regular meetings, survey monkeys, and in service (duty days).	Jan 10, 2013 6:08 AM
55	Trust between leadership and staff needs to be built. Tough times call for positive and transparent leadership.	Jan 10, 2013 5:56 AM
56	I believe the administration works hard to keep us in the loop and must feel as frustrated with us a faculty as we do with our students for not availing themselves of the opportunity to keep abreast.	Jan 10, 2013 5:01 AM
57	Not sure this matters; she has to indicate that she cares what we think.	Jan 9, 2013 10:29 PM
58	1. Electronic campus newsletters. 2. Electronic campus newsletters. 3. Get out and about. Go have lunch in the break room - frequently - talk passionately and candidly about the work you do - go walk around - listen well - many folks just want you to hear their objections and acknowledge the objections - walk around - strike up a conversation with someone about something that has nothing to do with the college - eat lunch in the commons with some students - eat lunch in the commons with some faculty	Jan 9, 2013 10:24 PM
59	Meet with departments, programs and other groups. Bring your initiatives and explain your rationale; also find out the concerns of others. You may find there are a lot more similarities than differences. I think everyone at MState wants the best for MState and the students and other stakeholders. The challenge is to find a way to work together to achieve the goals of the college. I think everyone wants MState to be the first source "outsiders" think of for a great education and for a strong workforce.	Jan 9, 2013 10:07 PM
60	Just change, change, change, I am so tired of people who think they know what is going on and have no clue.	Jan 9, 2013 9:58 PM
61	Be open, receptive, and non threatening so we feel that we could say what is on our minds.	Jan 9, 2013 9:25 PM
62	ASK faculty for their input rather than tell them what has been decided and expect support.	Jan 9, 2013 9:17 PM
63	Be specific to the needs of each campus and not to the college at all times. As soon as each campus believes in what we are doing, communication will improve.	Jan 9, 2013 9:13 PM
64	Consider not offering courses in an entirely new format without first talking with faculty in those departments.	Jan 9, 2013 8:50 PM
65	Visit with faculty, listen, value their contribution, show sincere appreciation	Jan 9, 2013 8:43 PM

Page 6, Q3. My primary source for important information at the college is:

1	From co-workers	Jan 17, 2013 4:10 PM
2	Word of mouth—hallway communications. I have never even met my administrator.	Jan 17, 2013 1:20 PM
3	peers	Jan 17, 2013 12:46 PM
4	I seek out relevant information at every level.	Jan 17, 2013 11:02 AM
5	Faculty and Staff on campus.	Jan 17, 2013 10:43 AM
6	other staff members	Jan 16, 2013 4:32 PM
7	At this time, my primary source is colleagues.	Jan 16, 2013 4:25 PM
8	fellow student service members after someone has had an incident happen to them, not usually before - then the emails or calls of "did you know..." begin.	Jan 16, 2013 2:45 PM
9	peers	Jan 15, 2013 3:22 PM
10	emails or co-workers	Jan 14, 2013 4:44 PM
11	Weekly student services meetings	Jan 14, 2013 3:40 PM
12	chair and other faculty	Jan 14, 2013 10:24 AM
13	Hallway/lunch discussions other with faculty and staff.	Jan 13, 2013 12:09 PM
14	Faculty/staff	Jan 11, 2013 6:44 PM
15	Friends and co-workers	Jan 11, 2013 4:04 PM
16	Word of Mouth	Jan 11, 2013 12:24 PM
17	Colleagues	Jan 11, 2013 10:28 AM
18	other staff which is not always right	Jan 11, 2013 6:51 AM
19	Peers	Jan 10, 2013 8:34 PM
20	supervisor and student services director	Jan 10, 2013 4:34 PM
21	co-workers not in leadership position	Jan 10, 2013 3:33 PM
22	Peers	Jan 10, 2013 2:08 PM
23	peers	Jan 10, 2013 1:58 PM
24	other faculty and staff	Jan 10, 2013 1:31 PM
25	MSCF	Jan 10, 2013 1:27 PM
26	peers	Jan 10, 2013 1:10 PM

Page 6, Q3. My primary source for important information at the college is:

27	Peers	Jan 10, 2013 12:39 PM
28	peers	Jan 10, 2013 10:49 AM
29	Fellow faculty	Jan 10, 2013 10:14 AM
30	peers	Jan 10, 2013 9:46 AM
31	peers, chairs, MSCF meetings, college-wide communications	Jan 10, 2013 9:40 AM
32	Last year, my primary source of communication was my dean, but she is no longer with the college. So I do rely on peers for information. Especially when access to forums is not always an option for me.	Jan 10, 2013 9:36 AM
33	There isn't one source.	Jan 10, 2013 9:05 AM
34	Peers and union meetings	Jan 10, 2013 8:50 AM
35	In Perham we rarely hear of important information.	Jan 10, 2013 8:39 AM
36	Peers	Jan 10, 2013 8:25 AM
37	College level: College-wide Communications; Campus level: second hand	Jan 10, 2013 8:23 AM
38	Peers	Jan 10, 2013 8:22 AM
39	I found out about 7x7=3 from the fargo forum. I found out that it didn't happen from office gossip. I realized that the offering of the winter term was in the college newsletter but after the forum article. Was there any communication about not running the classes?	Jan 10, 2013 8:18 AM
40	Too hard to put one in front of the other. None is great.	Jan 10, 2013 8:18 AM
41	Word of mouth	Jan 10, 2013 8:11 AM
42	Peers	Jan 10, 2013 8:09 AM
43	other faculty	Jan 10, 2013 8:03 AM
44	Key Campus Personnel	Jan 10, 2013 7:48 AM
45	word of mouth - peers	Jan 10, 2013 7:31 AM
46	Hall talk, and most times it is correct	Jan 10, 2013 7:28 AM
47	peers	Jan 10, 2013 7:01 AM
48	peers	Jan 9, 2013 10:29 PM
49	my peers in my office suite	Jan 9, 2013 10:24 PM
50	My department chair. However, I don't believe I get a lot of information because department chairs do not have access to a lot of information. When information is not readily available or is withheld, people make up their own reasons. That is	Jan 9, 2013 10:07 PM

Page 6, Q3. My primary source for important information at the college is:

	not good and creates a very negative situation.	
51	My Research	Jan 9, 2013 9:58 PM
52	peers	Jan 9, 2013 9:17 PM
53	My colleagues and my Dean are the main sources	Jan 9, 2013 8:54 PM
54	Peers	Jan 9, 2013 8:51 PM
55	AASC, Gen Ed Council, and Department Chairs are equal for me. I wish this question allowed multiple answers.	Jan 9, 2013 8:50 PM
56	Emails sent out from various individuals.	Jan 9, 2013 8:47 PM
57	Searching on the employee portal	Jan 9, 2013 8:43 PM
58	peers	Jan 9, 2013 8:41 PM