Town Hall #8 Table Feedback

What culture changes need to occur in order to make this all happen?

Table 1
- Transition to a balance of individual professor development to a more university wide view
- Positive view of the university and faith in the ability to change
- Greater sense of community

Table 3
- Culture of respect and trust
- Evolve or dissolve the AAUP and tenure
- Culture- suspend disbelief that positive change is achievable
- Where resources are allocated in more meaningful ways
- Culture of reward- intrinsic and extrinsic
- Courageous leadership takes risks
- Incremental change won’t get us there- take risks
- UC needs to be positive about itself and this will help sell UC to others

Table 4
- Mutual respect to researchers, teachers, and practioners
- Not natural in this place
- We need to share in the success

Table 6
- Transparency of data
- Openness of information and processes
- Collaborative: “them vs. us” attitude needs to go
- Same rules for everybody
- Budget linked to performance- that will be the real change
- Recognition for performance
- Loyalty to the institution not necessarily to the most local unit
- More venture capital for cooperation
- “Empowerment” will need to replace gatekeeping

Table 8
1. No boundaries – We’re all UC
2. UC Can Change – community and not bureaucracy
3. Walking the Talk

Others:
1. Remove silos (budgetary, communications, etc)
2. Standardization of infrastructure and curriculum
3. Stronger interactions with people (across levels, up and down; different groups)
4. Definition of what includes UC community
5. Reorganize organizational chart to fit a 21st century university
6. Empowerment and accountability
7. Budget implications – think differently; awards for units and individuals; customer focus rather than entitlement
8. More people seeing themselves as providing a service
9. Stewardship
10. General feeling that finally something can happen; we have a window of opportunity
11. Celebrate successes
12. Recognition and UC pride

Table 9
- Incentive structures must change
- Work on how to integrate our strengths across our internal boundaries
- Culture is professor central - needs to be student centered
- Live a competitive urgency
- Measure results and rewards
- “UC fresh start” let us assume we can do anything - a culture of empowerment
- appreciation of what we are and where we can go as one UC

Table 11
- Better balance between research and teaching when it comes to the reward system
- Creation of an effective assessment program
- Recognition of the value of faculty regardless of identity
- Information from assessment feeds back to practice
- Faculty need to recognize that teaching is work and is part of their responsibility
- Overcome notion of new faculty that teaching doesn’t count
- The support and reward for good teaching must be sustainable

Table 12
- Reposition and redefine teaching, scholarship, and service to acknowledge and reward collaboration external activities and applied research
- Rethink our role in the community to embrace and re-commit ourselves to the city and our mission.
- Inspire and support a central vision backed up by individual responsibility and commitment
- The “Nelson Vincent model of team building and loyalty”

Team 13
Provost Perzigian began by thanking those from Great Oaks, Cincinnati Public Schools, Tech Prep, Knowledgeworks, and the Wayne Local Schools, all of whom contributed greatly to the success of the team. Over the next five to ten years, STEP would like to see the University of Cincinnati assume national prominence by leading the reform and revitalization of the region’s PK-16 system and propelling it into a new era. The transformed PK-16 system will be defined by a fully integrated educational continuum distinguished by the close alignment, seamless connectivity, and strong coherence of its component parts. The system will be recognized nationally by the high degree of investment and participation of its stakeholders, whether students, teachers, families, business or industry leaders, or government officials. Based on a strong compact with government, business, and other community institutions, the system will undergird the region's economic development and prosperity by assuring greater participation in higher
education across all segments of the community and producing more graduates who can compete successfully in the high-tech, knowledge-based economy of the 21st Century. To get there we are proposing to convene a major summit to create the Center for Leadership in Educational Advancement and Reform (CLEAR). Five to ten years out CLEAR will be a major resource both in education and in the economic revitalization

Table 14
We believe the CORE MISSION should encompass

<table>
<thead>
<tr>
<th>Becoming More Student Centered</th>
<th>Building Upon Our Research Excellence</th>
<th>Achieving Academic Excellence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students First</td>
<td>Research Excellence</td>
<td>National Presence and Recognition</td>
</tr>
<tr>
<td>Select UC</td>
<td>High-Profile Interdisciplinary Centers</td>
<td>Selectivity with Clear Access Pathways</td>
</tr>
<tr>
<td>UC Anytime/Anyplace</td>
<td>World-Class Faculty</td>
<td>The Guiding Principles of Academic Programs</td>
</tr>
<tr>
<td>Creating Opportunity</td>
<td>Teaching as Scholarship</td>
<td>Liberal Education as our Core</td>
</tr>
<tr>
<td>Managing/Responding to Creating Change</td>
<td>Economic Force</td>
<td>Teaching Matters</td>
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<td></td>
<td>Experts in Residence</td>
<td>World-Class Faculty</td>
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<td>Cultural Competence</td>
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<td>Experiential Learning</td>
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</tbody>
</table>

We believe our mission should be expanded to include these standards of excellence:

<table>
<thead>
<tr>
<th>Engaging in Key Relationships &amp; Partnerships</th>
<th>Establishing A Sense of “Place”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exchange Programs</td>
<td>UC Community</td>
</tr>
<tr>
<td>Experiential Learning</td>
<td>East-West Connections</td>
</tr>
<tr>
<td>Community Partnerships</td>
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<tr>
<td>Seamless Transitions/PK-16</td>
<td>Students First</td>
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<td>Cincinnati Healthy</td>
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<td>Economic Force</td>
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<td>Managing/responding to and creating change</td>
<td></td>
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</tbody>
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Table 15
- Share in the success
- Incorporate in all we do that research is not a threat