

# **STRATEGIC PLANNING QUESTION RESPONSES**

**TRENDS IN WEEKLY RESPONSE TOPICS AND SELECTED EXCERPTS**

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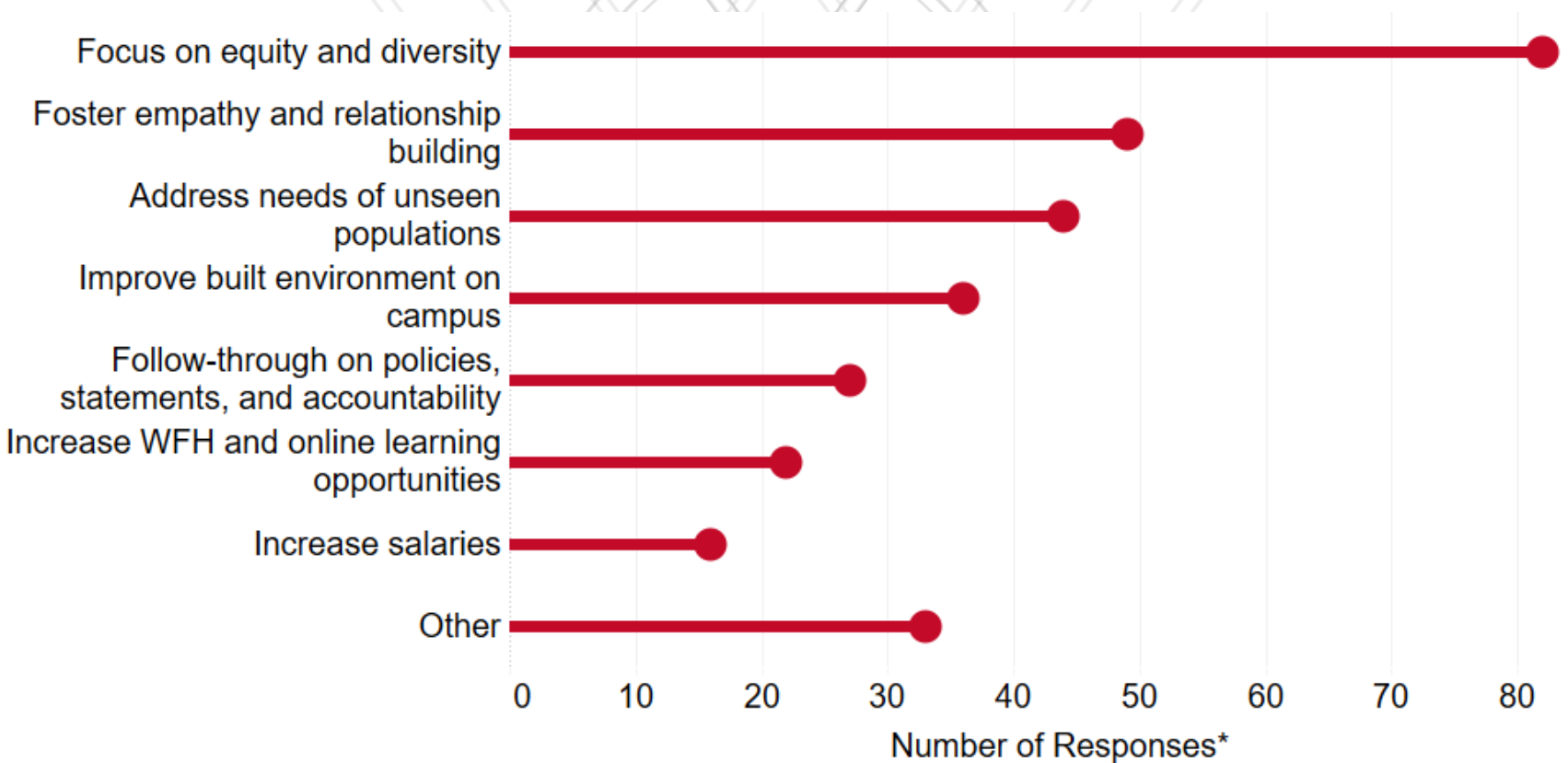


**UNIVERSITY OF  
MARYLAND**

# Strategic Planning Question Responses

Week 1 (9/23/21), 218 Responses

Prompt: What's one way we could make UMD a more respectful, inclusive and supportive place to live, work and learn?



# Excerpts

## Week 1: What's one way we could make UMD a more respectful, inclusive and supportive place to live, work and learn?

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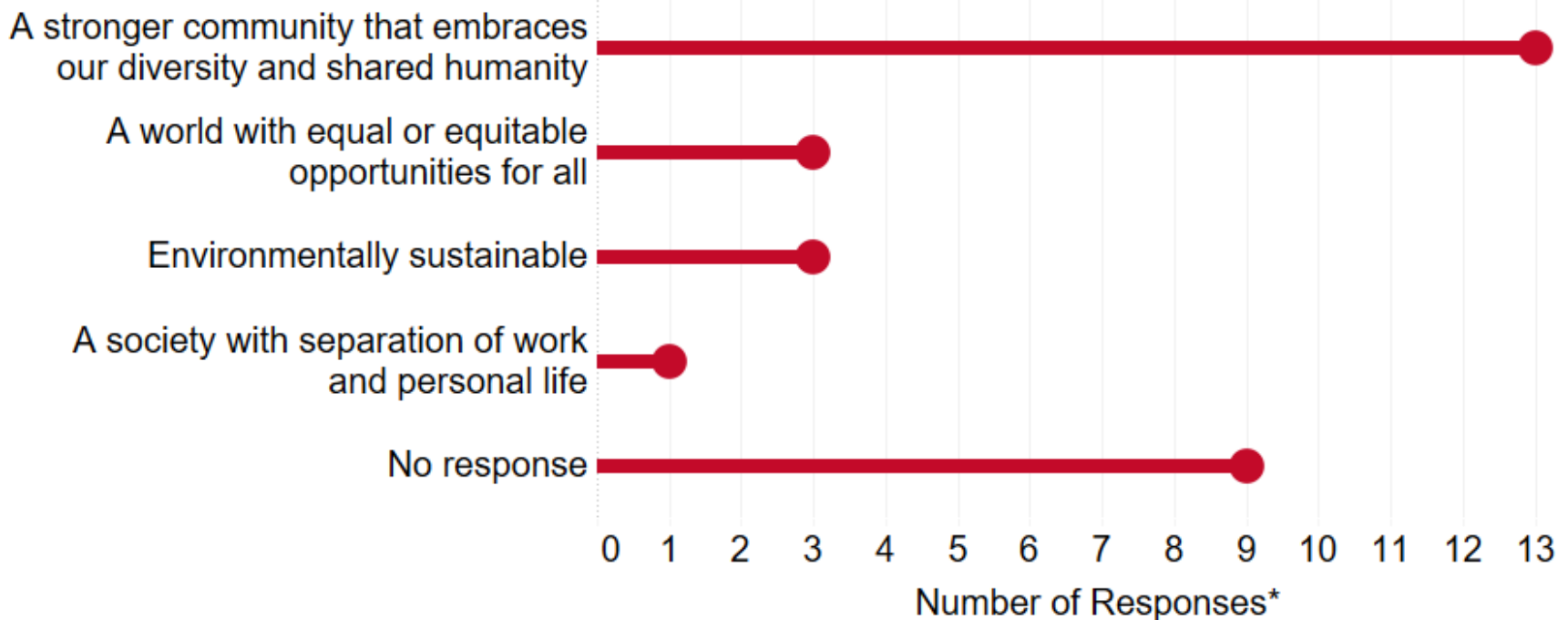
- “We can say we're a socially just campus but we really won't be until we are willing to change our policies to do what is right vs. what will look good in the eyes of public opinion.”
  - “There is a notion in some units that faculty are more special than staff. I realize that people in faculty positions have studied hard, but they are not better than others. I suggest more support of non-traditional paths to scholarship or subject knowledge and subject expertise, via position descriptions and job notices could help.”
  - “UMD can become more respectful and inclusive by providing mandatory trainings for faculty, especially the older generation of faculty who tend to be less inclined to practice Diversity, Equity, and Inclusion principles. UMD can become more supportive by providing more affordable child care for students, faculty, and staff.”
  - “One way to make UMD a much more inclusive and supportive place to live, work, and learn would be to not treat the options for impaired people differently than others. ... [O]n campus there are exclusive designs such as the main entrance being accessible by stairs only and the elevator in the back. Forcing those who are impaired to reroute and take a completely different way to reach the same destination as other student[s] is wrong and degrading.”
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# Strategic Planning Question Responses

Week 2 (9/30/21), 26 Responses

Prompt: As we look ahead, what do we want the world to be? What is UMD's role in creating that future?

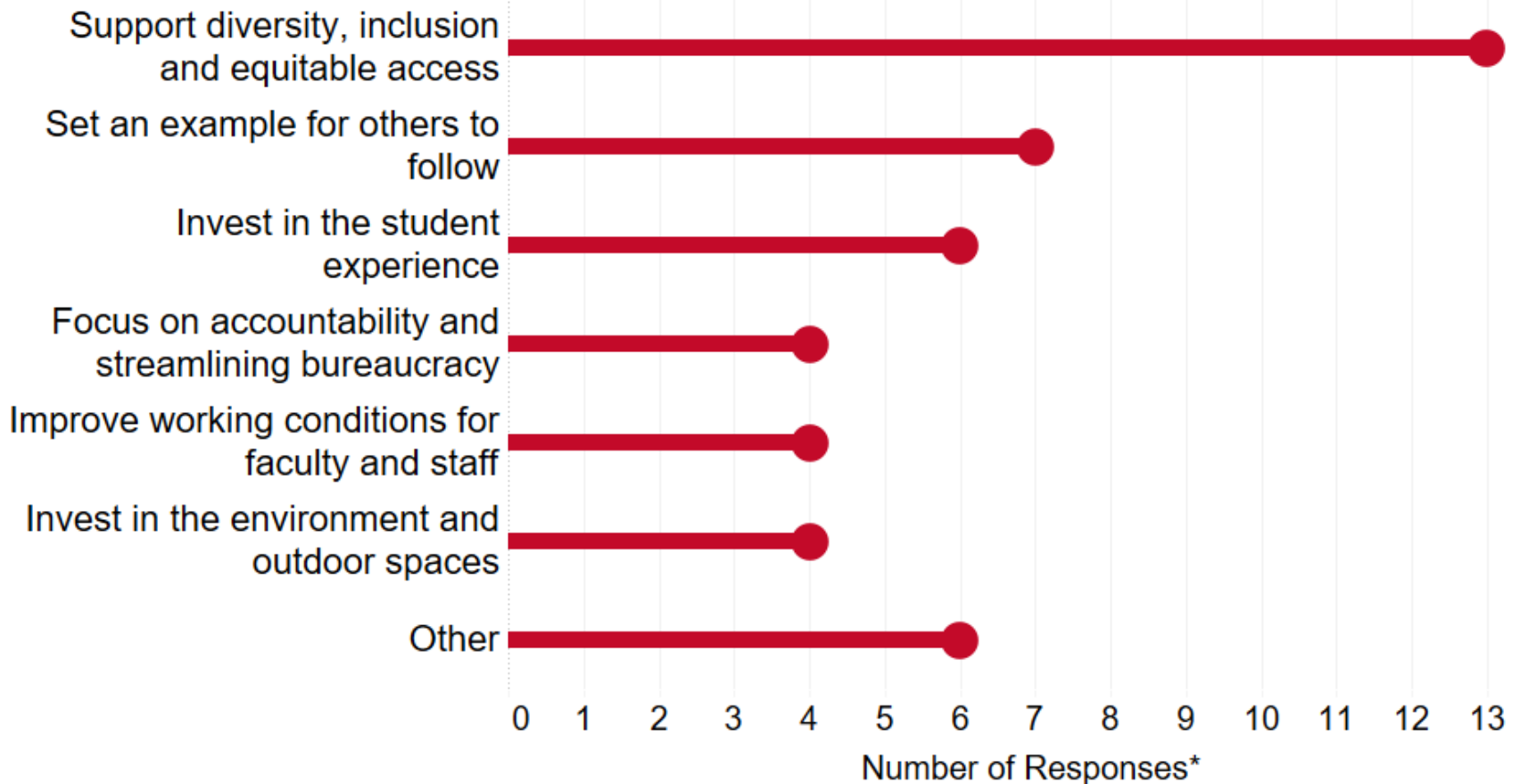
## What do we want the world to be?



# Strategic Planning Question Responses

Week 2b (9/30/21), 26 Responses

What is UMD's role in creating that future?



# Excerpts

## Week 2: As we look ahead, what do we want the world to be? What is UMD's role in creating that future?

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### The Future:

- “If the pandemic and political situation have taught us anything, it is that science and technology—while important— are not enough to save our world. We need the arts and humanities to bring people together and demonstrate our shared humanity.”
- “I have dreamed of a shared university-wide DEI and shared leadership/community engagement curriculum and specific, scaffolded learning that the university commits to for students. I have dreamed that we as an institution take bold steps in taking responsibility for what students learn about DEI, leadership development and civic engagement in their time at UMD.”

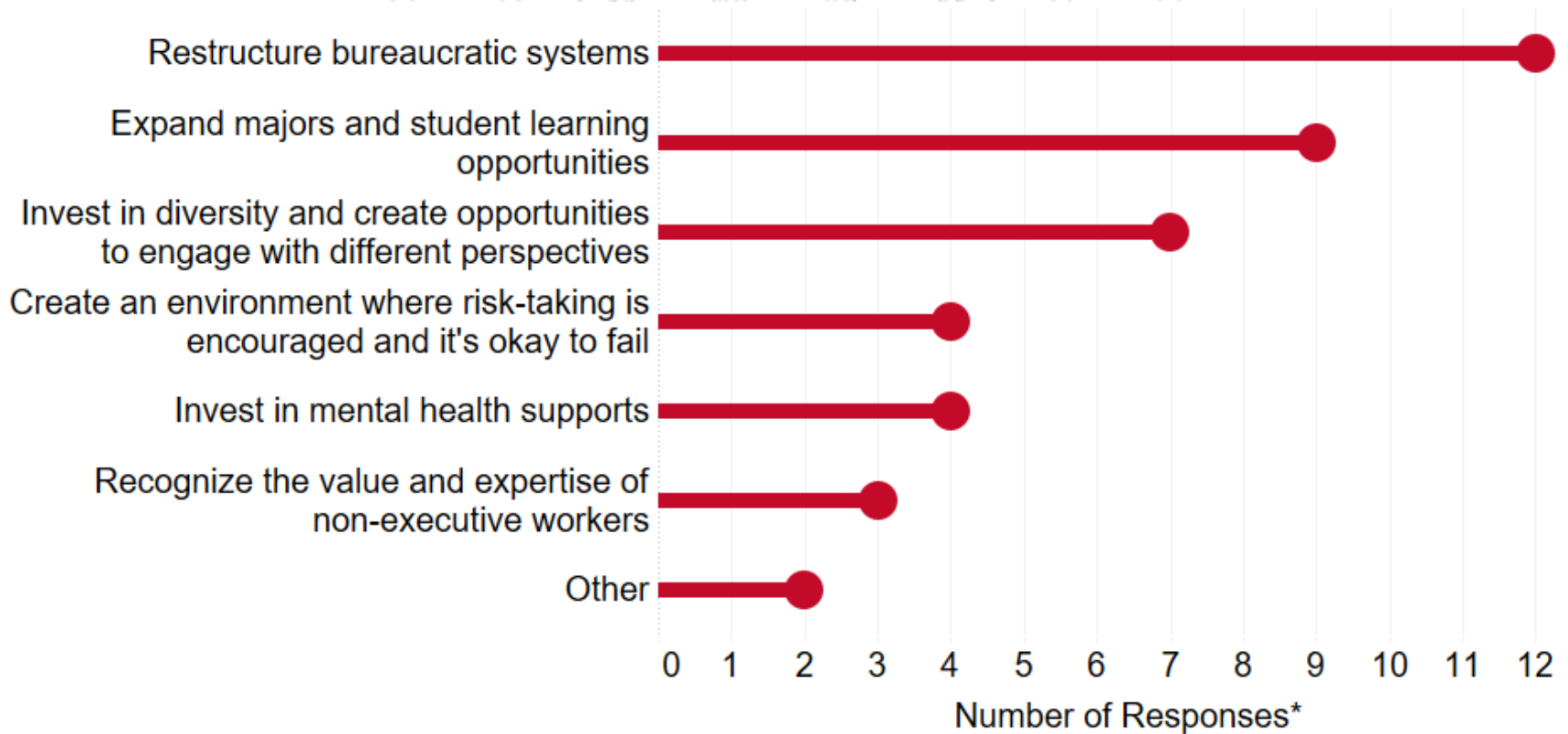
### UMD's Role:

- “I think as educators, we play an important role in training leaders and world citizens who have the tools and perspective to be curious, ask good questions, and seek to understand complex people and phenomena with nuance and thoughtfulness.
- “I think UMD needs to serve as an example of what a sustainable thriving community should look like as a way to help influence the world outside of our community.”

# Strategic Planning Question Responses

Week 3 (10/7/21), 29 Responses

Prompt: What can we do to nurture a culture of bold thinking, discovery, innovation and impact?



# Excerpts

## Week 3: What can we do to nurture a culture of bold thinking, discovery, innovation and impact?

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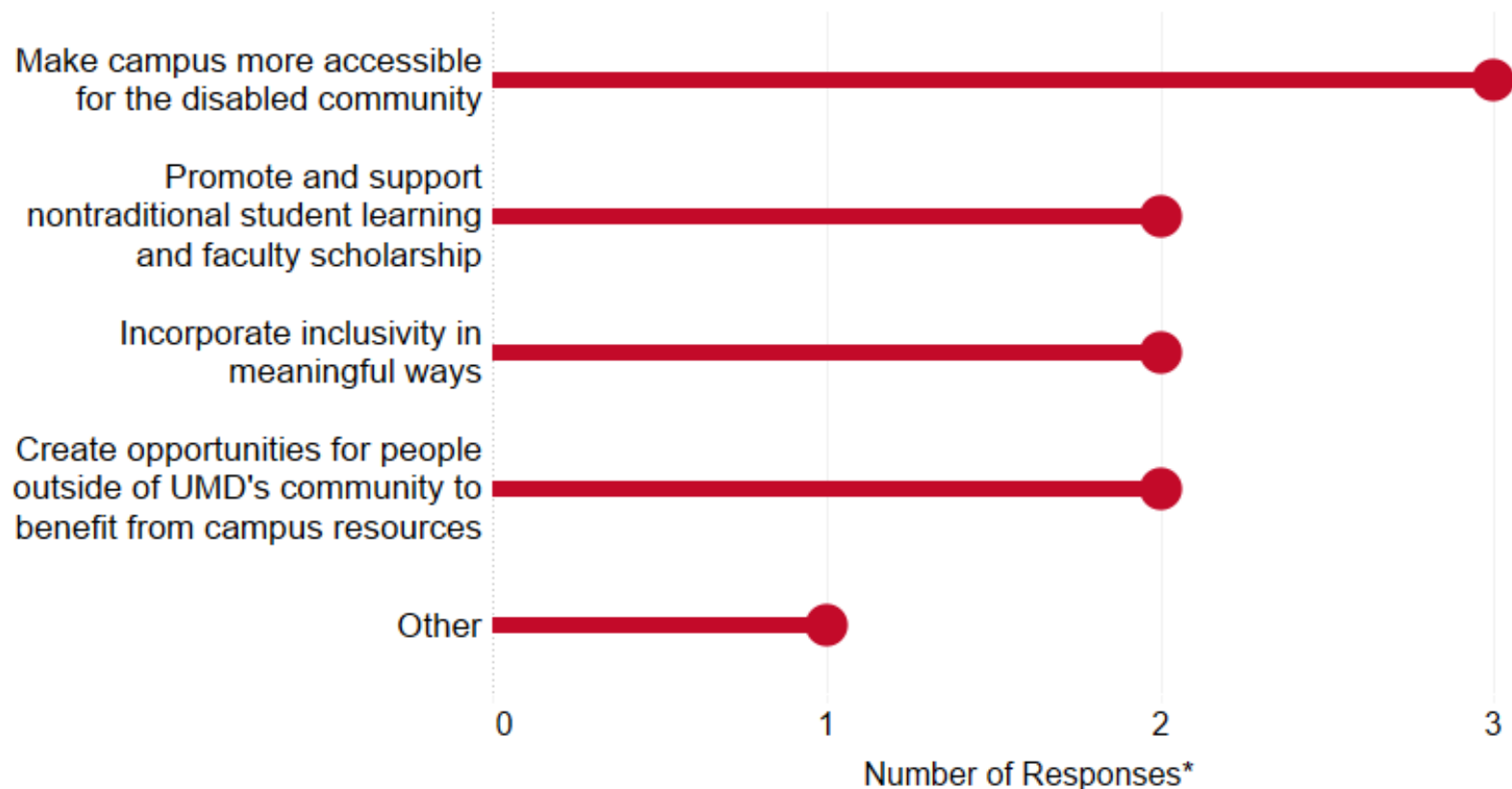
- “The antiquated systems, organizational cultures and policies work against the ability to create, innovate and discover.”
- “One of the most impactful growth experiences for students is working on multi-disciplinary project teams that address actual problems on behalf of actual stakeholders. ...Learning to embrace knowledge, perspectives and talents that come from different academic backgrounds is a core career-ready competency.”
- “Help define the difference between perfection and greatness. To encourage people to take risks, they have to know it's ok to fail or for somethings to be done well but not everything has to be 110%.”
- “Mental health struggles are here, are common, and are exactly what will hold many people back from fulfilling their potential, making an impact, and thinking creatively and boldly.”



# Strategic Planning Question Responses

## Week 4 (10/14/21), 7 Responses

Prompt: How might we embrace interconnectivity in our teaching, scholarship and public service?



# Excerpts

## Week 4: How might we embrace interconnectivity in our teaching, scholarship and public service?

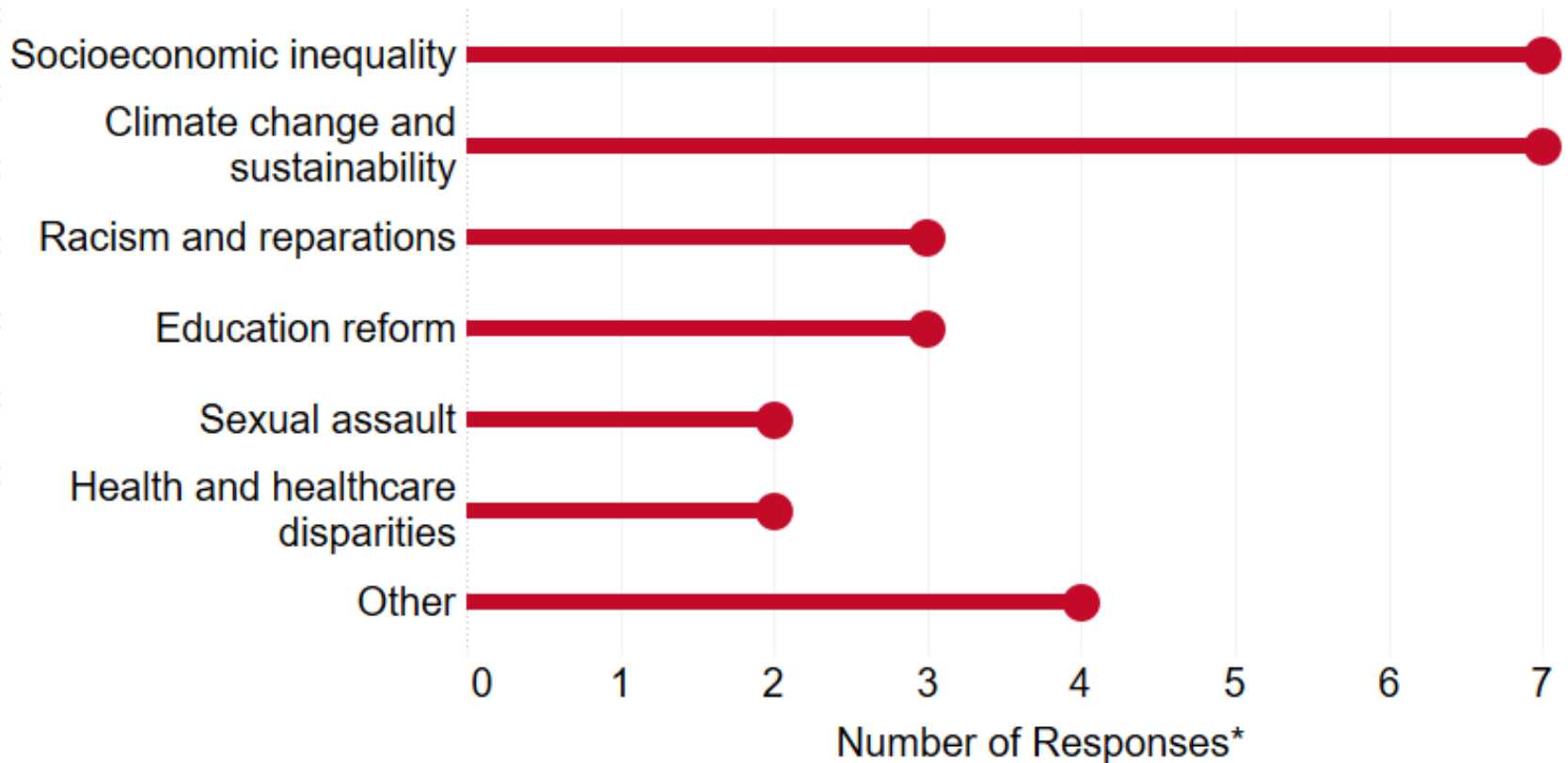
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- “One way I think the university can embrace the interconnectivity in our teaching, scholarship, and public service is by expanding what kinds of teaching, scholarship, and service the university values.”
- “Truly seek out, elevate and value the voices, perspectives, contributions and humans who have not been included so they can show you ways to connect with others.”
- “The key is to be inclusive without being excessively shoe-horned in.”

# Strategic Planning Question Responses

Week 5 (10/21/21), 21 Responses

Prompt: What grand challenge is the University of Maryland uniquely positioned to impact?



# Excerpts

## Week 5: What grand challenge is the University of Maryland uniquely positioned to impact?

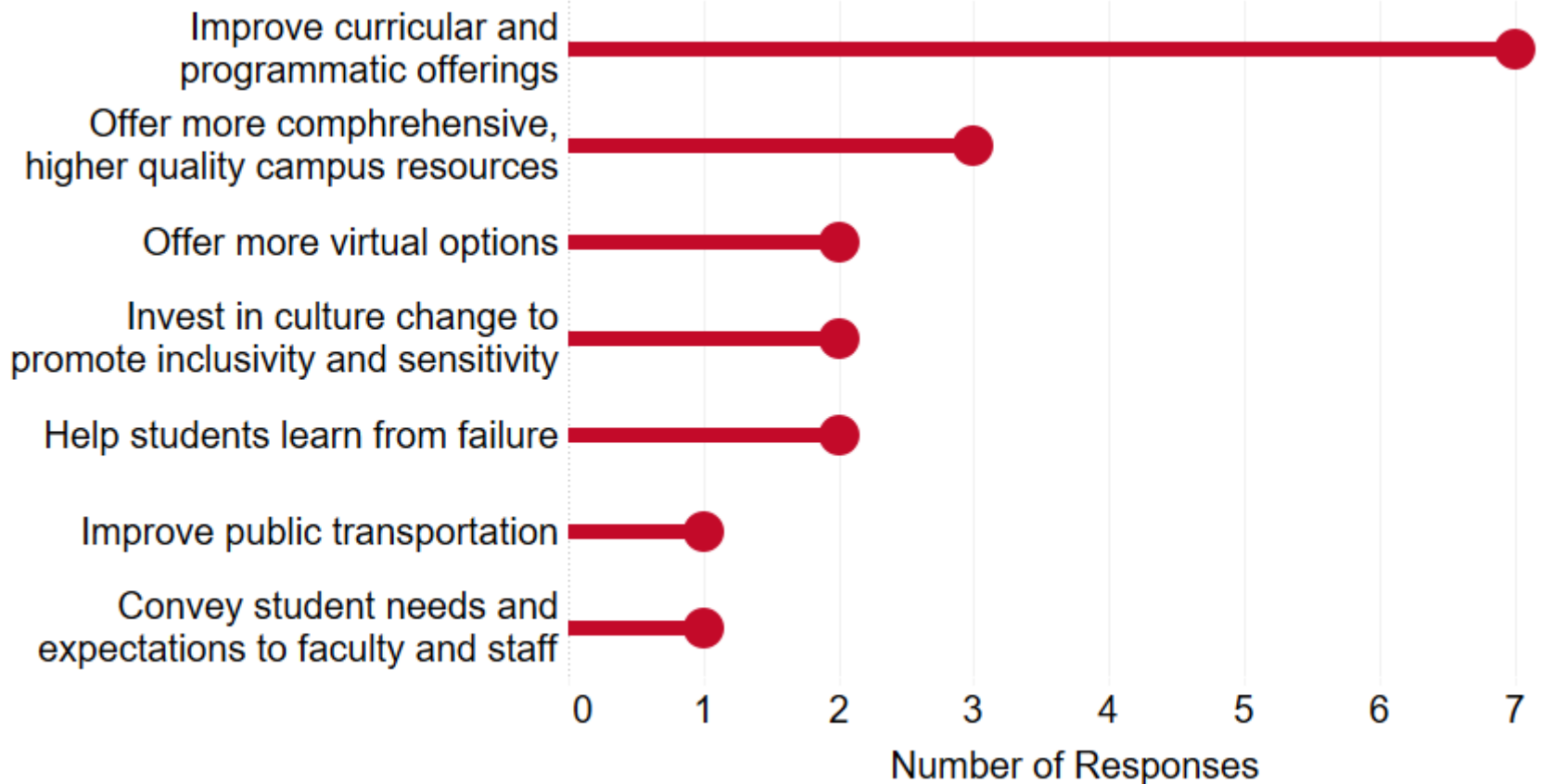
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- “UMD’s massive student body, progressive, idealistic leadership, and location near DC, where so many important political leaders reside, make it an amazing school to help take action against climate change.”
- “UMD is uniquely positioned to impact many of the worlds grand challenges like racism, poverty, healthcare inequalities, climate change, criminal justice reform and so much more because of our proximity to DC, Baltimore, Annapolis and our diverse fields of study. The key to making this impact may be to have students and faculty from different colleges work together to tackle all aspects of the issue.”
- “The most impact anyone can make is looking at where their privilege intersects with others' oppression. As a flagship state institution built on stolen land with slaveholder money, UMD is uniquely positioned to be a national voice on how land grant universities can take a leading role in meaningful reparations to the First Nations of the area and the descendants of slaves in Maryland.”

# Strategic Planning Question Responses

Week 6 (10/28/21), 18 Responses

Prompt: What is one way we could enhance the student experience?



# Excerpts

## Week 6: What is one way we could enhance the student experience?

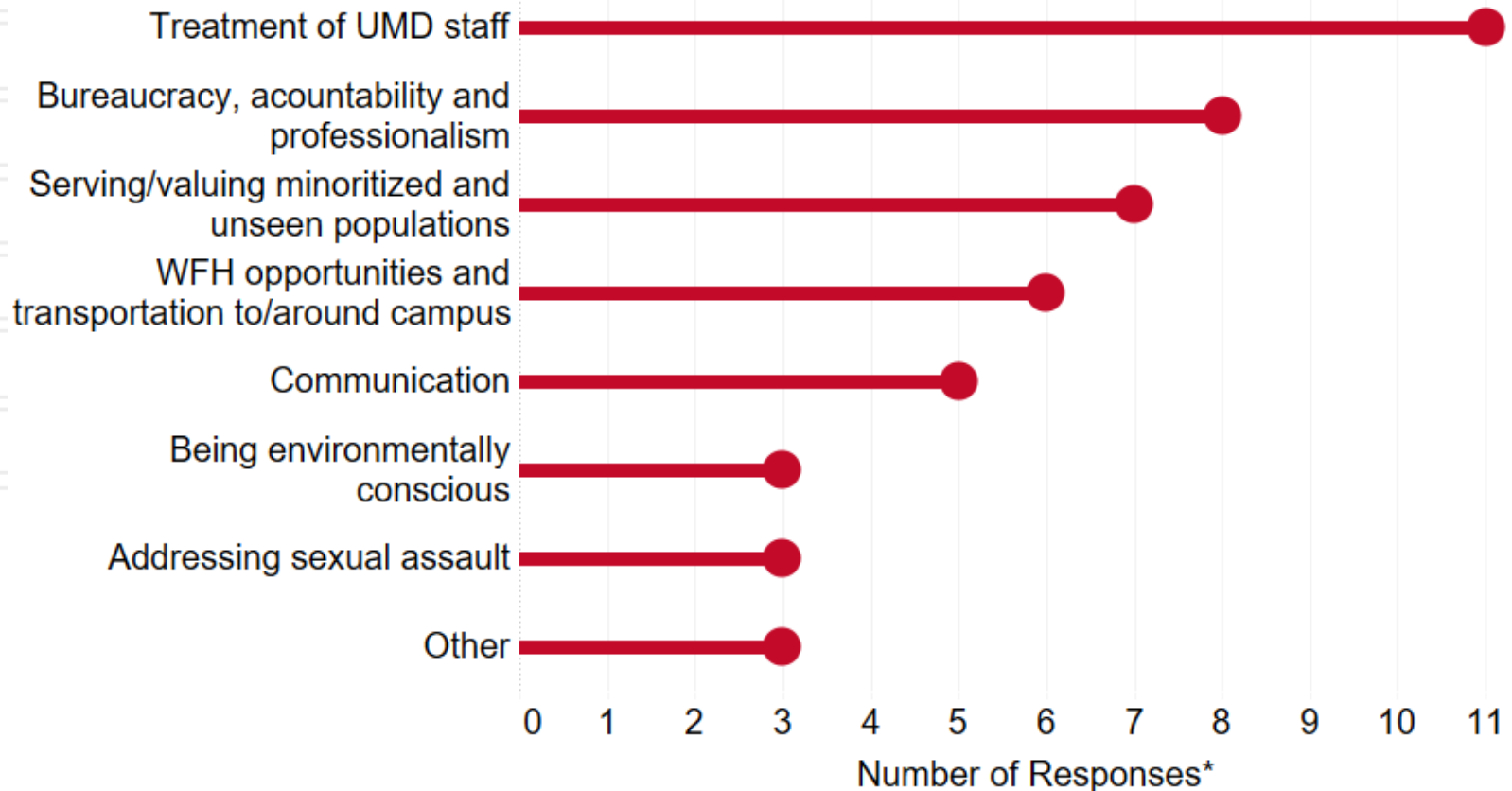
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- “Every student should have to / have the opportunity to take a truly experiential and hands-on class in the first two years.”
- “Invest deeply in culture change (among students, faculty, staff and alumni alike) in order to foster the kind of safe and inclusive culture that's needed to allow students (and staff/faculty/alumni that support them) to think boldly and creatively and step outside their comfort zones.”
- “Required UNIV 100 with standardized curriculum, including engaging in dialogue, exploring identity, getting the most out of your classes (participating in class, meeting with profs, etc.), getting involved (jobs, clubs, internships, research, study abroad), resources, Mental Health First Aid (or Campus Connect when that is available) for suicide prevention, bystander training, academic planning, goal-setting, self-care, career prep, academic integrity.”

# Strategic Planning Question Responses

Week 7 (11/4/21), 38 Responses

Prompt: What is one area you would like to see us improve in terms of how we operate?



# Excerpts

## Week 7: What is one area you would like to see us improve in terms of how we operate?

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- “Staff are burned out--we're struggling to support students while dealing with sick family, closing schools, and dramatically rising costs. Time off and small one-time bonuses are not enough. So many of us are so buried in work because of a decrease in staff that we need to work through any additional time off we are given. We need to feel heard. We need recognition. We need supportive university policies like flexible work schedules, permanent salary increases, and subsidized child care and elder care.”
- “Human Resources at all levels at the university has failed at this, there is no accountability and no safe process for reporting people abusing power or just plain simply failing at providing effective leadership.”
- “Ensure that qualified people from minority and underrepresented groups have a stake in all major decisions/planning that may affect them.”