



University Council – Goal 4

The Start

Strategic Goal #4, Objective 1

FOSTER AN INVITING AND SUPPORTIVE UNIVERSITY CULTURE THAT EXEMPLIFIES EOU'S VALUES & PRINCIPLES.

The Parts of this Goal are:

1. Inclusive campus culture that is inviting and supportive.
2. Feel valued and supported where we work and learn.
3. Add value to the communities that EOU serves.
4. Attract top employee talent and students.
5. Continuous improvement mindset to enable flourishing students, faculty and staff.
6. Snowball effect: retain expertise and resources which attracts more investment.
7. Those who experience our values and principles want to be part of our culture.

Sub-Committee: Ramon, Luke, Cassie, Kyle, Wilson, Chris





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Brainstorm Ideas

accordion technique

92. Small Bus dev. partnership (#91)

93. Help w/ resourcing/incubating small businesses

56. Making students feel like they belong in community + "just taking classes"

57. Meeting "community where they are at" e.g. add expertise to C-projects

58. Vibrant culture of scholarship => attract + retain faculty. e.g. Colloquium (Sp?) good - more

59. (1/4) Expand mentoring opportunities for prof. growth of young employees

60. Make policies more visible = surprises! ☺

61. Talk about TEACHING - About how to teach better!

62. Talk about over-work of employees - it exists.

63. Do stuff that makes EOU visible to LA Grande - that promotes EOU - e.g. signs on freeway + Big obvious Entrance, etc.

64. Make LA Grande look like a Univ. town. - e.g. more places, shirts at local stores, printed windows,

65. Community support from EOU on 63, 64.

66. On blocks from Art => Food - print them? Tables? - something!

67. Better signage + "way" finding

68. Visitor parking more!

69. "Pride through Place" -> public art, inside buildings

70. Paint walls... something about EOU (reflects EOU) (No Utilitarian or Authority colors)

71. Use spaces more actively (space between Res. Halls) - use what we have more, disc self map.

72. Places to sit in shade - esp. Quad area

73. Outdoor Wi-Fi - more places.

74. ice cream + music! => kind of a popular movement type things

75. foul weather stuff -> stalling party: places to go nearer by Food - farmers mkt Bots - stores that accept SNAP pts

76. Rezone entire areas around EOU -> commercial

Possible Solutions

89. more leading conversations about national issues

90. Academic programs that keep people here = local tie-ins

91. EOU Role in growing employer base (-students) - that use their Talents

77. "Culture" Art - more + MAP of EOU Art on campus tour

78. Kitchen (commercial) for student + STAFF USE - everybody.

79. Mustache contest

80. more "home-y" environment in buildings

81. Alternative food places - more local produce

82. Exercise - facility/activities for students + staff together - games

83. Campus activities - employee sponsored

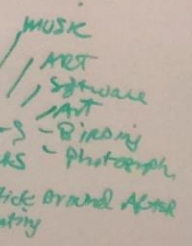
84. Campus beautification activities

85. Culinary program + Kitchen

86. Extension (Adult Ed/Community) classes - more partners

87. Soliciting internships from Community for students

88. Hire Fac + Staff of color



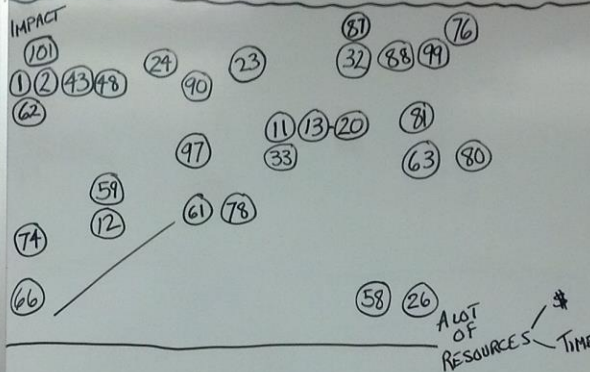
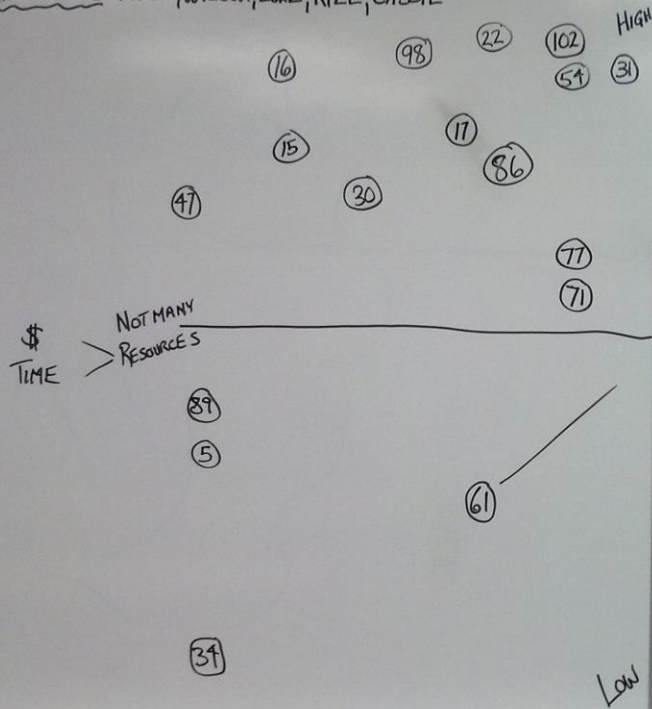


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Prioritize Ideas

P170519 U.C. – GOAL 4, OBS. 1 02-27-19

PARTICIPANTS: RAMON, WILSON, LUKE, KYLE, CASSIE



- 77. GROUND RULES – NO RANK IN THE ROOM, LEAVE YOUR TITLE AT THE DOOR
- 12. FEEL VALUED, DEVELOP ACTION FROM THE WORK THAT HAS BEEN DONE, REPOSITORY OF WORK THAT HAS ALREADY BEEN DONE CELEBRATE WORK, EMPOWERMENT, TAKE THE HANDCUFFS OFF
- 30. SURVEY.... THEN WHAT ACTION?
- 61. CONTROVERSIAL => COULD CAUSE ADVERSE IMPACT, BUT IMPORTANT
- 64. N498 BA498
- 97 & 98. – SEPERATE



University Council – Goal 4 High Impact/Low Resources

| | |
|-----|---|
| Yes | <p>Expand in context of learning environment:</p> <p>16. Partnerships with community. We feel good when we ADD to community. (Includes faculty, staff and students – class projects)</p> <p>19. Supporting instructors to community projects.</p> <p>21. Cross-college projects for community.</p> <p>57. Meeting “community where they are at” e.g. add expertise to capstone-projects</p> |
| Yes | <p>22. Include culture in ALL our courses. More embedded culture – find different ways to embrace it.</p> <p>Let diversity happen during “business hours” on campus – not only extracurricular.</p> <p>More everyday cultural exposure (vs. primarily celebrations).</p> <p>Ensure adequate language resources for multilingual prospective students.</p> |
| Yes | <p>98. Promote all extracurricular activities equitably.</p> <p>102. Promote all campus/all student achievements equitably.</p> <p>Objectively quantify attitudes of student groups including, and in particular, attitudes toward Athletics in order to understand perceived inequalities/inequities and address solutions.</p> |

<https://www.dropbox.com/s/rmm2hw5xej8a69s/UC%20Work%20Session%2002.13.19%20with%20Priorities%20Indicated.docx?dl=0>





University Council – Goal 4

High Impact/High Resources

| | |
|-----|--|
| | 32. Figure out how to grow enrollment. |
| Yes | <p>Make La Grande more of a “college town” by EOU and the City working together:</p> <p>76. Rezone the entire area around EOU – commercial – bring businesses close. (Places that sell food, beverages, accept flex dollars; farmers market; food trucks).</p> <p>Repurpose and use existing campus spaces... like having a farmers’ market or flea-market, swap meets at Dorian Park. Giant yard sale at end of year for residence hall students (leaving) and have students decide where yard sale revenue goes... new activities, events, etc. Have local vendors bring food trucks and booths to graduation venue.</p> |
| Yes | <p>87. Soliciting community internships for students from more partners so more people stay in the area after graduation.</p> <p>91. EOU role in growing employer base for graduates – use the talents of our students and the local industry.</p> <p>92. EOU (Grant) Small Business Development Center.</p> <p>93. Help with resourcing/incubating student and alumni businesses.</p> <p>Acknowledge work of REV, Entrepreneurship Club, Eastern Oregon Ventures</p> |
| Yes | 88. More faculty and staff of color to encourage students and help them feel understood. Develop/nourish a richness of diversity in faculty and staff. |
| Yes | 99. Free or subsidized child care for students, faculty and staff. |
| Yes | 101. Transparency and trust: address perceptions of resource allocation inequality/priorities (primarily funding). For example, program resources compared to athletic facilities; or new administrative positions compared to new faculty positions; or recognition of multicultural students compared to promoting student athletes. |





Business Policy & Strategy

Red Eye Exercise

$$\text{Beer} + \text{Beer} + \text{Beer} = 30$$

$$\text{Beer} + \text{Burger} + \text{Burger} = 20$$

$$\text{Burger} + \text{Mug} + \text{Mug} = 9$$

$$\text{Burger} + \text{Mug} \times \text{Beer} = ?$$