

University Community

Goal: A community of valued team members.

The University of Nebraska is a global community where we unleash the power of every person. Everyone has a voice and is committed to the advancement of the Community. The Community is committed to the holistic well-being and success of each team member.

Nebraska is the choice for students, staff and faculty whose collaborative leadership, discoveries and innovations help shape Nebraska and the world.



Strategies

- Create intentional success pathways and professional development opportunities that positions each faculty and staff member to achieve the fullest development of their talents
- Develop a community council that includes representation from all members of the community that focuses on the holistic well-being and success of our community
- Develop and enhance the institutional structures and culture for participative decision-making that gives meaningful voice.
- Create a strong sense of individual and team identity that leverages and builds UNL strengths



Initial Action Steps

Create intentional success pathways and professional development opportunities that positions each faculty and staff member to achieve the fullest development of their talents

- Identify stakeholders, determine baseline data (qualitative and quantitative), and establish leading and lagging indicators for measuring success
- Conduct an in-depth study on faculty and staff mentoring/coaching and compensation packages at other Big Ten and R1 universities
- Establish process for ensuring that every faculty and staff member has an individualized professional development roadmap
- Determine what incentives and rewards exist for faculty and staff that align with their success pathway
- Implement incentives and rewards to support outcome



Initial Action Steps

Develop a community council that includes representation from all members of the community that focuses on the holistic well-being and success of our community

- Identify stakeholders, determine baseline data (qualitative and quantitative), and establish leading and lagging indicators for measuring success
- Develop programs that contribute to student, staff, faculty, and administration well-being
- Examine best practices that contribute to a sense of well-being
- Support and elevate Big Red Resilience and the Wellness Collaborative



Initial Action Steps

Develop and enhance the institutional structures and culture for participative decision-making that gives meaningful voice.

- Identify stakeholders, determine baseline data (qualitative and quantitative), and establish leading and lagging indicators for measuring success
- Articulate guiding principles of transparency in decision-making
- Collectively identify strategic priorities for the institution
- Create a staff council that empowers staff and encourages initiatives, innovation and engagement
- Invigorate the faculty's role as intellectual and community leaders, especially through shared governance (Faculty Senate)
- Empower and validate student participation and engagement in student governance (ASUN)



Initial Action Steps

Create a strong sense of individual and team identity that leverages and builds UNL strengths

- Identify stakeholders, determine baseline data (qualitative and quantitative), and establish leading and lagging indicators for measuring success
- Identify a set of shared values among faculty, staff, and students
- Identify colleges and units that are effective at building community and determine the common and unique attributes among these entities
- Brainstorm events that can be used to create a sense of community
- Create team norms of inclusion, diversity, and respect across the community
- Develop affinity groups to promote and nurture team identity



Measures of University Community

Key indicators for measuring achievement

- Success pathways and professional development opportunities for each faculty and staff member
- Faculty participation and engagement in faculty governance
- Staff participation and engagement in staff governance through the creation of a university-level staff council
- Student participation and engagement in student governance
- Transparent communication pathways among community members
- Stakeholders report having a voice, feeling part of a community, sharing an identity, and a sense of holistic well-being
- Retention of satisfied faculty and staff
- Competitive salary and benefits packages