

"Excellence"

Anticipate, create, recognize and engaging experiences.

Work ethic in students

Employees becoming involved with campus

Give extra

Find ways to draw others in

Strive for positive

Engage based on our strengths and positive experiences

Be positive even after years of service

Going above and beyond job duties

Students volunteering for extra activities source learning

Scholarships

Excellence happens that we don't know about

"Innovation"

Support and empower creative ideas to better serve

Support - teams & individuals

Stakeholders - students, staff, teachers, admin to create better solutions

Needs more "Human" in it - not supporting & empowering people - too vague

Who is giving the support & empowerment to whom?????

- Management needs to embrace & empower innovation
- Creating spaces for staff/students from clue scanning
- Better Understanding of "what we do" & "How we do it"
- Promote & Communicating the purpose of an idea or change
- Submitting a form on certain colors of paper
 - Reducing the # of forms
- New solution w/ broken, cyclical, process "always done that way"
- Tell us what is going on departmentally
- Responding & implementing outcomes of last years' training session.
- Staff handbook that's relevant - Gigantic and useful
- Trying & experimenting w/ new things (not everything has to be a success to be innovative)
- Process Improvement - Cross training
- Health & Wellness Program
- Re-examine our policies
- Response to surveys
- Pay attention to what we're saying
- Keeping up to date on knowledge training & tools (be more innovative satisfied)
- Giving time & responses to & for innovation
- Dialogue w/colleagues
- It would be so seamless it wouldn't be a big deal!!!

Innovation is not just solutions

Eliminating or changing process

New Ideas

Communicating & Promoting the Innovation

Identify the importance & time to make innovations

Possible to take action

"Respect"

*Demonstrate integrity & sensitivity in supporting each other.

Demonstrate dignity, sensitivity, and accountability in supporting each other

Treat others like how you would like to be treated

- Goes two ways
- Teachers are always learning & learners are always teaching
- Respecting privacy
- Not raising voices
- Not accusatory/confrontational
- Listening
- Being attentive
- Eye contact
- Being able to say "NO" tactfully
- *Administration trusting front-line decisions
- Being on the same team (working together)
- Being accepting
- Accepting differences
- Not making judgments
- Needs to be modeled in each other
- Demeanor (body language)
- Respectful communication (verbal or written)
- Recognizing differences
- Trusting each other
- Integrity
- Walk in our own teach others shoes
- Turn cell phones off when in class
- Informational training on how to respect different ethnic groups/pronouncing names correctly

"Fun"

Foster a pleasant, personable & enjoyable environment

Needs a personal element added: i.e. "individual personable"

- Safe
- Self-initiative
- Relaxing
- Supportive
- Positive
- Engaged
 - Cook outs
 - Joking
 - Practical jokes
 - Introduce one another to others
 - Union involvement
 - Joke telling
 - Help each other w/o second thought
 - Freedom to:
 - Happy
 - Smiles
 - Laughter
 - Comraderie
 - Story telling
 - Fun events - food
 - Relaxed
 - Safe
 - Cooperative
 - Welcoming
 - Be yourself
 - Of speech
 - Job well done - affirmations
 - Support (in & out of work)
 - Look out for one another
 - Greeting people
 - Open sense of humor - laugh at yourself
- Talking - appropriate timing
- Aware of surrounding - understand the learning so we can enjoy
- Confident posturing
- Cohesive

- Outgoing
- Getting to know each other outside of job - holiday gatherings
- Aesthetics
- Fresh smell
- Personable
- Fun environment
- Good listeners
- Enthusiasm
- Field trips
- Get to know each other events
- Inclusive
- Approachable
- Encouraging
- Helpful
- Comfortable environment
- Energy
- Unity
- Hand shake
- Exchange weekend.. i.e. how was your weekend?
- Respectful
- Bright flowers - seasons
- Conversations
- Music
- Easy going
- Feeling apart of clubs, graduation, etc....

"Learner - Centered"

Be approachable and attentive to others' needs

Be approachable and attentive to learners' needs

- Responsive
- Balanced and equitable
- Dualistic - one on one learning and believing in students by faculty working with students.
- Student Success Day
- One to Many - faculty lectures - wide spread on campus
- Speakers
- Common Book
- Walking around with student
 - Smile, eye contact, nod
- Office Arrangement - Physical space of visibility
- Taking time with students rather than "avoiding a line"
- Adequate staffing
- Listening and understanding need
- When questions raised - answers given that help understand
 - Responding to request
 - Approachable - Being heard & having focus on problem
 - Needs - listen to feedback from Top Down
 - Willingness or happy to help
 - Have answer!
 - Being there - being visible
 - Being in office with doors open
 - Inviting atmosphere
 - Finding faculty during day
 - Responsive during various hours
 - Available to staff during shift

"Teamwork"

Respect as part of the definition

"Collaborate, engage & respect each other"

Respond and support

When you reach out - need someone to respond

Engage? - with respect, respond, etc..

Do we still need the word engage?

- Event Set-up
- Sports teams
- Departmental teams
- Main/Heintz connect
- Student teams
- Equipment/Tools to link teams
- Contract Restraints - Federal Regs.
- Respect / Empathy
- Student Registration
- "Breeds Community"
- Fin. Aid Disbursement
- Preview Day
- Deferrments
- Mass Call Efforts
 - Class cancellation
- Drop for non-payment
- United Way Campaign
 - Community Involvement
- SSS Basket Challenge
- Audits
- Meet/Respect Deadlines
- "Time" notion to do it as a team - improve this!!
- Homecoming Scholarship Night
- Family Fund
- Faculty / Staff Mixer
- Textbook Adoption Deadlines
- Graduation
- Student Success Day
- Deaf Ears - Leadership and Down