

**NDSU** NORTH DAKOTA  
STATE UNIVERSITY

**Leadership Assembly**  
**April 26, 2023**

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**NDSU** NORTH DAKOTA  
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## President's Council for Campus Well-being

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Supporting NDSU as  
a Health Promoting  
University

# WELL-BEING

noun | /' ,wel ' ,bēiNG/

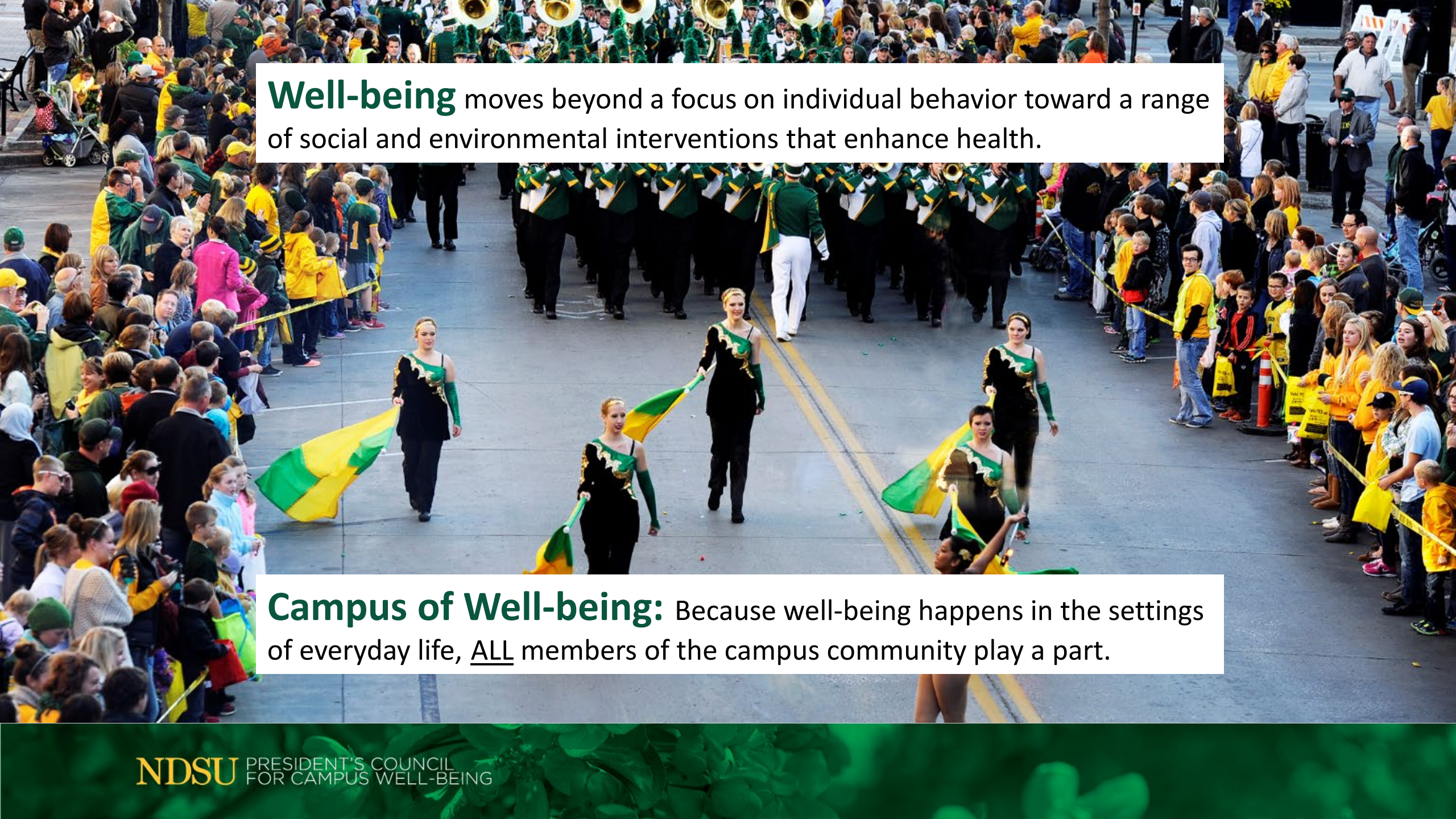
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**Well-being** is an optimal and dynamic state that allows people to achieve their full potential.

**Well-being:** NIRSA: Leaders in Collegiate Recreation, NASPA - Student Affairs Administrators in Higher Education and ACHA - American College Health Association (November 2020). Inter-association definition of well-being. Retrieved from [www.nirsa.org/hands-in](http://www.nirsa.org/hands-in)







**Well-being** moves beyond a focus on individual behavior toward a range of social and environmental interventions that enhance health.

**Campus of Well-being:** Because well-being happens in the settings of everyday life, ALL members of the campus community play a part.





## United States Health Promoting Campuses Network

- Created in November 2020
- North Dakota State University is a network member
- Aim for NDSU to be a part of the 2023 adoption cohort

# A Settings and Systems Approach

## Upstream

Laws, Policy, Regulations,  
Culture, Norms, Settings,  
Systems, Built  
Environment

## Midstream

Health Education,  
Wellness Programs,  
Screening/Referrals,  
Support Services

## Downstream

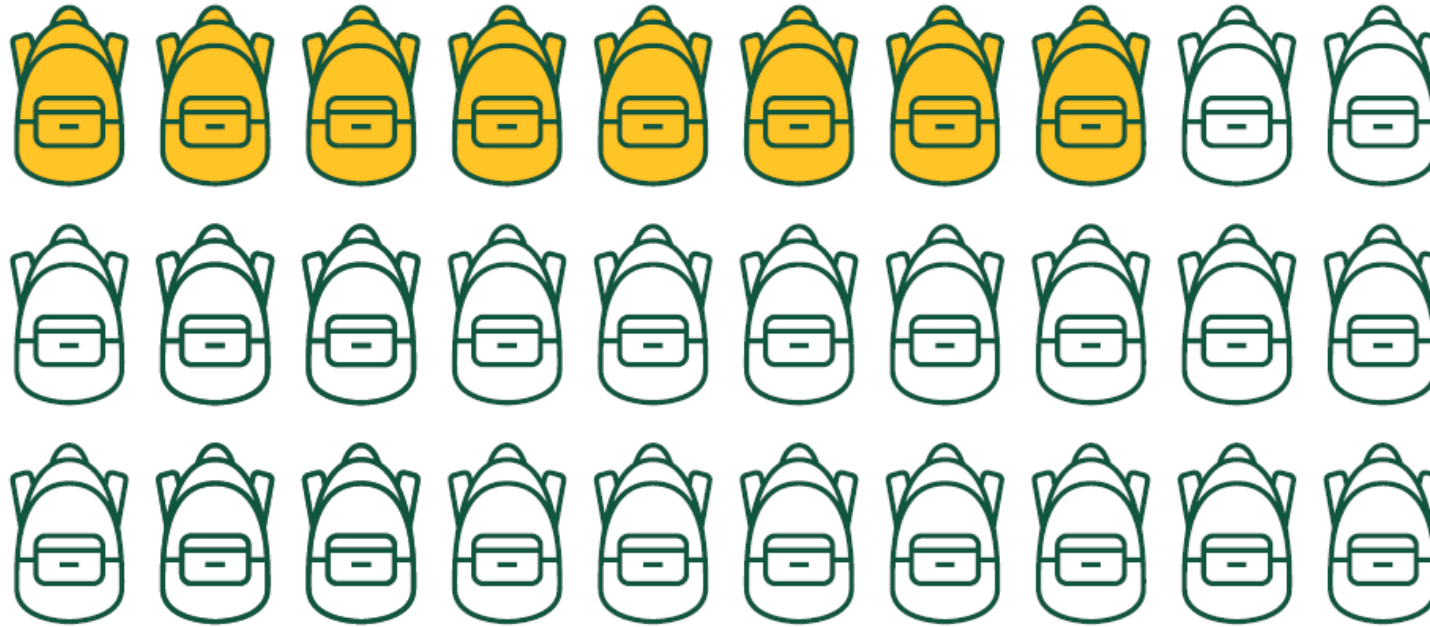
Crisis Services, Treatment  
& Intervention





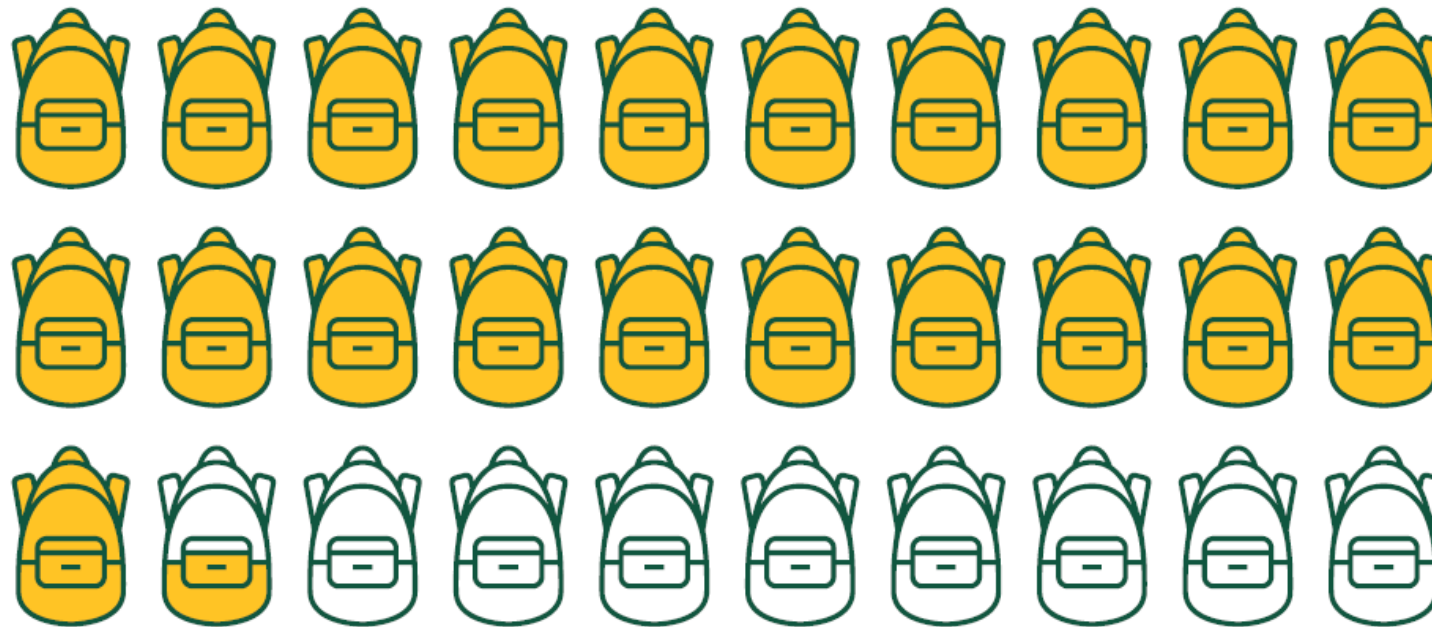


## PHYSICAL HEALTH



**8** STUDENTS OFTEN CUT THE SIZE OF THEIR MEALS BECAUSE THERE WASN'T ENOUGH MONEY FOR FOOD.

## MENTAL HEALTH



**21.5** STUDENTS REPORTED THEIR  
OVERALL LEVEL OF STRESS AS MODERATE  
TO HIGH.



## MENTAL HEALTH

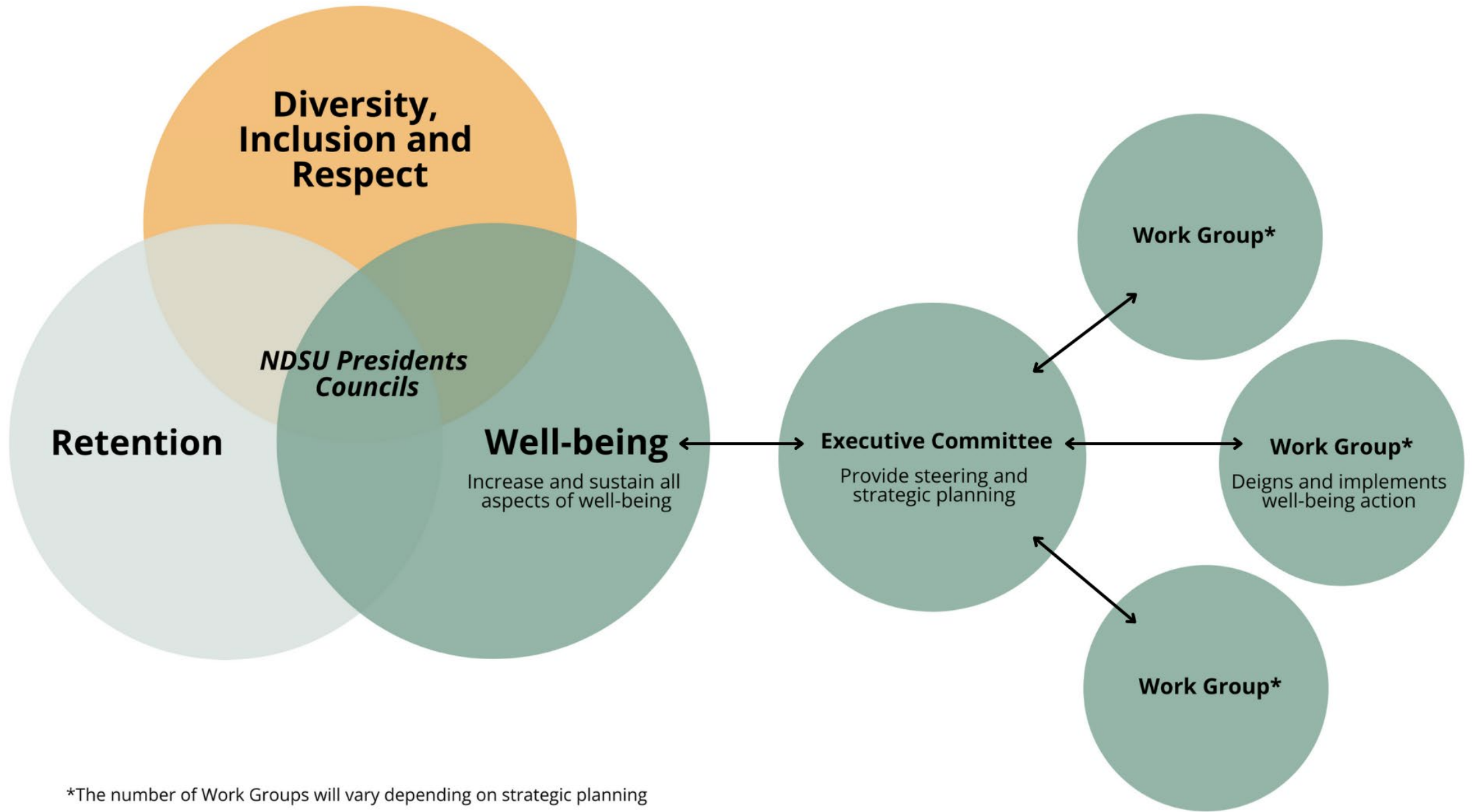


**13.5** STUDENTS REPORTED EVER  
HAVING THOUGHT ABOUT OR ATTEMPTED  
TO KILL THEMSELVES.









\*The number of Work Groups will vary depending on strategic planning



# MENTAL HEALTH SYLLABUS STATEMENT

NDSU PRESIDENT'S COUNCIL FOR CAMPUS WELL-BEING

# WALK

NDSU WALK TO WELL-BEING  
MONDAY, OCT. 3 - FRIDAY, OCT. 21

## Email Etiquette: How to Email Your Professor

**1.** Use your resources: Double check the syllabus to see if it is the answer to your question or ask a fellow classmate. If you still need to email the instructor, mention that you did check the syllabus.

**2.** Subject Line: Include the class name and section number in the subject line, as well as word or two about the topic. Some instructors teach more than one section of the same class each semester.  
Example: HDPS 250 - 18604 - Late Assignment

**3.** Salutations & Language: It's important to include a salutation at the beginning of any email. Use the instructor's title and last name or default to 'professor' if you are unsure. Use professional language and avoid slang. Don't forget to close the email with a 'Thank you' and your first and last name.

NDSU PRESIDENT'S COUNCIL FOR CAMPUS WELL-BEING

Join us

# CAMPUS CLEANUP

Thursday, April 27  
2:30-4:30 p.m.



# PCCW IN ACTION

MENTAL HEALTH



21.5 STUDENTS REPORTED THEIR OVERALL LEVEL OF STRESS AS MODERATE TO HIGH.

# HEALTH

IN ALL POLICIES

✓ assessment checklist



# SEXUAL ASSAULT RESPONSE TRAINING



Think...  
promoting well-being  
at NDSU



# Continued Actions of the PCCW:

- Assess student well-being - implementation and data analysis of ACHA-NCHA survey (administered every 3 years)
- Employee Well-being Proposal (proposed Jan 2023)
  1. Select and hire a reputable survey organization to assess employee well-being
  2. Embed action planning and responsibility within 2 months of receiving data
  3. Coordinate planning and implementation through PCCW
- Develop inventory of current well-being and health promoting initiatives
- Develop Key Performance Indicators (KPIs) to track well-being for students and employees
- Health Promoting Campuses Network engagement







# YOUR supportive ACTIONS:

## Simple steps for you to engage in well-being

- Attend a Think... session to reflect on a variety of well-being related topics
- Incorporate walking meetings into your schedule
- Participate in the Campus Clean-up Event (April 27)
- Utilize the mental health supporting *Syllabus Statement* examples on the PCCW website
- Promote and engage in volunteering opportunities on campus
- Support the Goods for the Herd Food Pantry, Emergency Fund, etc.
- Request a presentation to learn more about the PCCW and the ACHA-NCHA survey results
- Be kind. A smile goes a long way!









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**President's Council on  
Diversity, Inclusion, and Respect**

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# History

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The Inclusion Committee was formed in 2016 to address diversity and inclusion on campus.



In 2020 it was elevated to the President's Council for Diversity, Inclusion and Respect.



# Our Vision

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that support the success of each person.



# Membership Restructure

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- Moved from open membership to appointment by Divisions and Colleges
  - 2021-2022 51 members
  - 2022-2023 32 members
- Phil Hunt replaced Greg Lardy as co-chair with Canan Bilen-Green
- Began meeting January 2023



# Continued Work

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## 2021-2022 Efforts

- Revise/Enhance Policy 103 to require training for all search committee members for all positions and require pool diversity.
- Require all performance evaluations to recognize and address contributions to an inclusive and respectful environment.
- Develop statement to be included in position announcements that demonstrate NDSU's commitment to build a diverse faculty and staff.
- Host an annual event to promote DEI and to highlight the units, programs, and spaces that promote community building, collaboration, and a diversity of voices.
- Develop ways to show NDSU's responsiveness to feedback NDSU has received from BIPOC and LGBTQ students and other underrepresented or marginalized groups.
- Develop resources to assist with the recruitment and retention of diverse students.



## Revise/Enhance Policy 103 (Equal Opportunity/Affirmative Action Policy on the Announcement of Position Openings)

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- Require training for all search committee members (not solely the search committee chairs) for both faculty and staff searches, and require candidate pool diversity before a search may progress.
- **Candidate pool diversity monitored for academic searches.**
- **For Dean/VP searches, training is required for all members.**



Require all performance evaluations to recognize and address contributions to an inclusive and respectful environment

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- **Policy 327 (Evaluation of Academic Administrators) has been revised:**  
“Review criteria will be based on the administrator’s job description and shall include commitment to institutional values, including equity, diversity, respect, academic freedom, shared governance, and contributions to creating an inclusive and equitable environment.”







## Develop statement to be included in position announcements that demonstrates NDSU's commitment to build a diverse faculty and staff

NDSU strives to be a community of belonging, recognizing unique differences as strengths of our university. We seek to recruit and retain a diverse workforce that supports a community in which diverse populations and perspectives will know and learn from one another. NDSU values candidates who are committed to our core values of respect, inclusivity, community, creativity, excellence, impact, innovation, integrity, resilience, responsiveness, and transformation. Successful candidates will be committed to and help advance our strategic goal to create and maintain an open and respectful environment to promote inclusivity and diversity as a cornerstone of education, research, and outreach.

- **Statement posted on websites.**
- **Shared in Searching for Excellence training, hiring units are encouraged to include in job postings.**
- **Available in posting templates.**



Host an annual event to promote DEI and to highlight the units, programs, and spaces that promote community building, collaboration, and a diversity of voices.

2022  
Advancing Inclusion Award  
Department of Pharmaceutical Sciences  
Hosted table at Involvement Expo





Develop ways to show NDSU's  
responsiveness to feedback  
NDSU has received from BIPOC  
and LGBTQ students and other  
underrepresented or  
marginalized groups

- Co-sponsored 3rd Annual Talkback to Racism event
- Bison Bridge 2.0 Program
- New Beginnings Initiatives and Scholarships
- Building Your Bison Community Course
- LGBTQ+ Resource Center Initiatives
- Center for Accessibility and Disability Resources
- Office of Multicultural Programs

# New Initiatives



## **Developing strategies to improve DIR on campus**

- Four work groups working to identify specific initiatives to address the four sub-goals of the NDSU strategic plan

## **Defining diversity and respect**



# The Meaning of Diversity

At NDSU, valuing diversity means that in addition to valuing the uniqueness that every individual brings, we also explicitly value the diversity that is reflected in the many sources of social group identities such as socio-economic status, veteran status, gender, religion, first-generation student status, sexual orientation, disability, race/ethnicity, nationality, age, citizenship, etc.

# The Meaning of Respect

At NDSU, we enact respect by recognizing that all of us deserve the dignity of compassionate acknowledgment of our lived experiences. We hold ourselves accountable for 'giving grace' to ourselves and others as we seek to understand our differences.

A respectful community is one in which all members' contributions and perspectives are valued as we collaborate to establish a respectful workplace through which we can provide North Dakota with a respectful world-class 21st Century citizenry and workforce.





# Speakers

- Climate Survey Results
- Co-curricular Framework
- Infusing DEI Strategies into curriculum
- Exploring Student Recruitment & Retention of Diverse and Underrepresented Groups

# Identified Needs

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Require all search committee members to take search committee training.

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Convert or construct gender neutral and family restrooms - at least one in each building.

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Create centrally located reflection and prayer spaces on-campus.

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Secure funds for diversity scholarships including full-ride scholarships for tribal students.

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Provide centralized funding for accommodations.

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Identify an accommodation specialist for faculty and graduate assistants in the Center for Accessibility and Disability Resources.

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Provide additional staff and resources to support multicultural students and programming.



# Identified Priorities



Continue work on inclusive teaching concepts and practices for faculty.



Encourage and train supervisors to value and recognize employee contributions to DIR priorities formally and informally.



Deploy training opportunities for employees to engage in critical conversations and develop tools to foster positive work, living, and learning environments.

# Bottom Line

Scholarships

Staff

Training



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## President's Council on Retention

Rebecca Bahe - Director, Career & Advising Center

Philip Hunt - Special Assistant to the President & University Registrar

Carrie Anne Platt - Interim Dean, College of AHSS

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# Our Charge

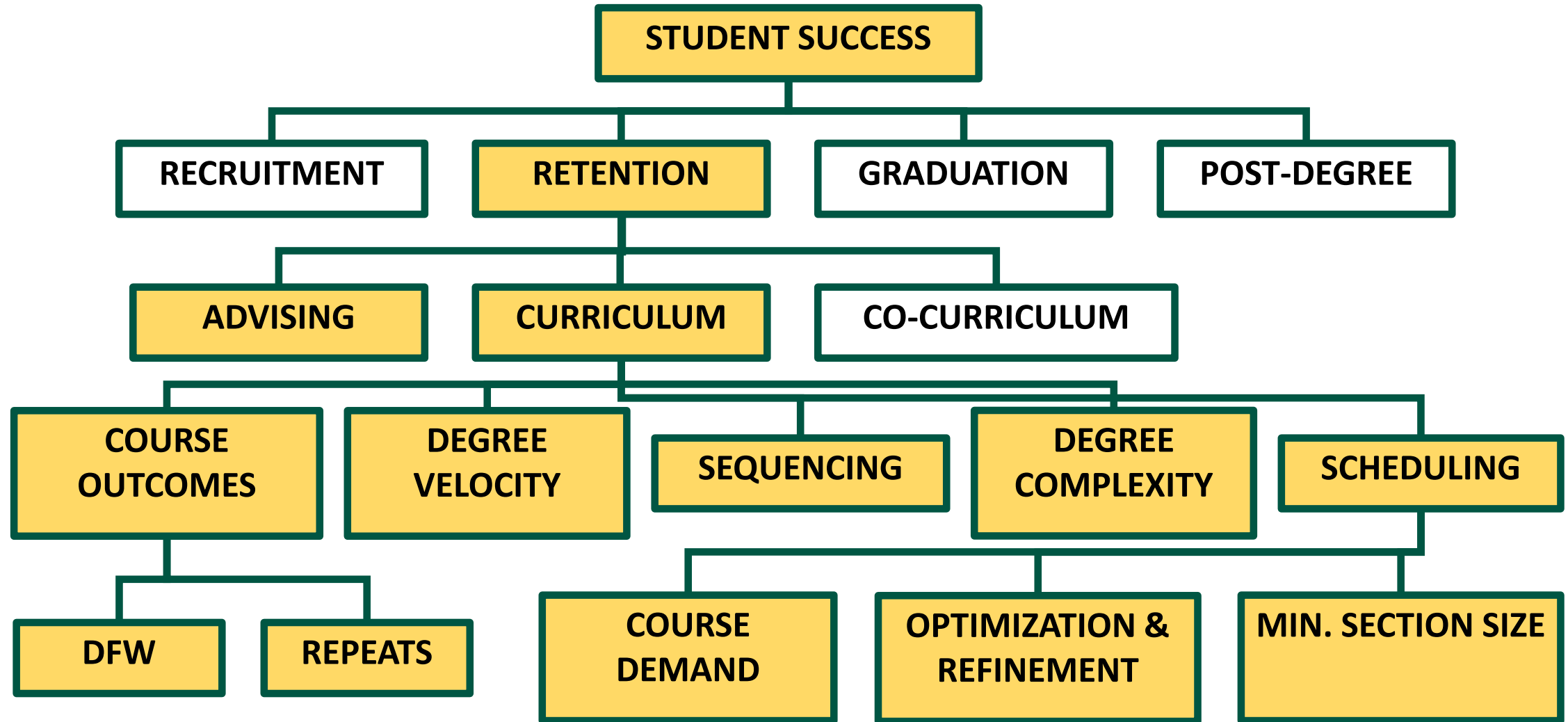
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The President's Council on Retention was formed to improve NDSU's student retention rate through the development of structures, strategies, and resources that help us meet changing student needs.



# Academic Enterprise Framework

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# Student Success and Achievement

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Achievement of students' academic, life, and career goals; influenced primarily by:

- Advising
- Curricula
- Teaching
- Co-curricular experiences



# Summary of Activity

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- Created a definition of advising at NDSU and developed expectations for advisors and students.  
Launch Summer 2023
- Proposed and implemented new advising model.  
Launch Summer 2023
- Identified a comprehensive advising and analytics tool.  
Launch Fall 2023
- Began addressing policy issues that hinder enrollment and retention.

# Summary of Activity

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- Held a joint presentation with PCDIR on how to infuse diversity, inclusion, respect, and belonging into curricula.
- Created a repository of retention strategies and retention resources that can be used by unit leaders.  
Launch Fall 2023
- Built the Teaching Quality Plan system to support instructors' and units' teaching quality efforts.  
Launch Fall 2023

# Teaching Quality Plans



# Why Teaching Quality Plans?

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- The learning needs of students have changed significantly over the past few years.
- Meeting those needs is essential to stabilizing and growing enrollment.
- Department leaders have limited tools for:
  - Coaching instructors on teaching
  - Intervening in support of teaching quality
  - Giving sufficient credit to our most excellent teachers

# Teaching Quality Plans

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- **Expectations:** What does high-quality teaching look like at NDSU? Within our college? Within our unit(s)?
- **Training:** How will we create opportunities to discuss teaching strategies and identify teaching challenges? How will training help us meet our shared expectations?
- **Feedback:** How will we help all instructors recognize their strengths? How will we help all instructors recognize areas where they can make improvements?

# How can TQPs help you as a unit leader?

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- Shared expectations for teaching quality at NDSU empower department leaders to give more credit, intervene when needed, and provide more specific advice to instructors.
- Shared frameworks for communicating about teaching help instructors provide timely feedback on teaching to one another (not just the leader's job).
- Shared resources help you save time and increase the effectiveness of your plans (e.g., teaching team discussion guidelines, classroom observation protocols, midterm course surveys, best practices for “student hours,” etc.).



# How will we develop Teaching Quality Plans?

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- University TCQ developed by the Retention Council in Spring 2023.
- College TCQs developed in consultation with the Office of Teaching and Learning in Summer 2023.
- Department TCQs developed with guidelines and support from each College in Fall 2023.

# University TQP: Expectations for High-Quality Teaching

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- Continued development of expertise (NDSU Policy 320)
- Use of evidence-based teaching strategies
- Identification of and responsiveness to learners' needs
- Accessibility to students
- Timely feedback on course performance

# University TQP: Training & Feedback

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## **Training Guidance**

- How to provide instructors with an opportunity to talk with others about their teaching challenges
- How to direct instructors to teaching resources

## **Feedback Guidance**

- How to help instructors get more timely feedback on their teaching
- How to effectively coach instructors on teaching
- How to report department/college progress to the provost



# Recommendations

# Recommended Investments

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- Expand professional advising (in progress).
- Support first-year experience initiatives.
- Scale-up in-class/out-of-class academic support.
- Provide resources for professional development on:
  - embedding diversity, inclusion, respect, and belonging into curricular and co-curricular offerings;
  - coaching instructors toward shared expectations.

# Future Action Items

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- Address curriculum issues and structures.
- Create formalized re-enrollment campaigns.
- Develop strategies to address class attendance.
- Create retention-related mentorship opportunities.
- Solidify a plan to address the first-year experience.



Q & A