2015

Topic Team Feedback from the Strategic Ice Cream Social

Strategic Planning Development Team

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Community Partnerships, Engagement and Civic Leadership

Strategic Ice Cream Feedback

A. What are the two or three most important ways that PSU might enhance and advance its work in creating strong engagement with the great Portland community?

- By engaging with more minorities in the Portland area and by creating a presence in the underprivileged areas of the city.
- Focusing on how experience can be best utilized for the community partner and the student. How can the relationship continue to be reciprocal?
- Creating more opportunities in terms of involvement, job research, etc
- More courses oriented towards the community; open up digital library
- Cultural competency training for all
- More collaborative approaches; look for more innovative ways to engage people on their own terms
- Choose specific strategic projects that will feature community partnerships; create multi-media display on Vanport Flood in partnership with CBOs and tech firms - even PPS is doing this with elementary students. PSU should too!
- Promotion; outreach
- Centralized center that highlights engagement - a place where people can go to connect
- Seek out engagement with foster youth; develop further partnerships for internships; overall outreach with community organizations
- Having PSU students mentor/volunteer in local k-12 schools. Having more partnerships, such as the one with New Avenues, on campus.
- You might want to do more outreach with community agencies (ie: HSI, NANA, NACA, ect); The public knows you exist but not why and how
- More presence in HS in metro area; guest speakers in classrooms; outreach on campus
- Promoting the Saturday Market, and also engaging more and more local companies in deciding the syllabus
- Find and make connections with more non-profit organizations that work/serve underrepresented populations (ex. APANO. Living Islands, IRCO, etc); have more capstones that connect with their partner, mentioned above.
- Partner with those who are making Portland the best it can be - be strategic. Have a seat and the table. Make big decisions about the city.
- Easier access/availability to volunteer opportunities - broadens field. Credits for work/volunteering.
- Require community engagement instead of or in addition to cluster courses
- Reach out to Sam Barlow/Sandy High area; reach out to smaller Christian schools; reach out to the Mt. Hood area schools
- By interacting with the children in the public school system
- Increase experiential learning opportunities for students
- Engage high school students through outreach, hosting high school conferences (MUN, science competitions), hiring high school students to work in the summer, etc.
- A clearinghouse of needed research projects and past student research, easily searchable.
- Hold fundraisers towards improving the community that include incentives for participating
- Connect with the PPS and area HS; connect with our social service partners in the refugee/immigrant community in East Portland and Hillsboro.
- Get students participating in reaching out to the greater community
- Speak with students and where they are involved with the community; go to the community/organizations/etc and get insight from them and how PSU can help sponsor their efforts.
- More internships! More alumni outreach and engagement in mentoring, classroom projects and speaker opportunities.
- Online lists of organizations people have worked with before that are accessible to students. More info about importance working with the community.
- Encourage course credit for community involvement; enhance summer community internships
- Research opportunities that tie into course work at the graduate level
- PSU should have more community events on campus. Maybe something about cleaning up campus and the community
- More volunteer opportunities; local businesses on campus
- Clear goals/outcomes for students participating in community based projects; coherent database of community/student projects with evaluation of progress and pros/cons.
- Actively publishing information on the pollution like smoking and having non clean city places and how it affects healthy living
- Create lasting partnerships with opportunities for students in the community.
- More stuff for research and partnerships; more events like social determinants of health; bring in more funders for panels.
- Create a PSU credit union that alumni continue using and can bring their endeavors after college back into PSU. Offer internships to its students (like scholarships) to research and engage. Add mentors to the capstones that facilitate a deeper engagement.
- Over the years PSU has made a lot of progress in this area. Collaboration needs to be viewed positively. Often I hear from faculty (some not all) that collaboration is difficult- so we shouldn’t try it. Wrong viewpoint in my opinion.
From the private sector point of view, PSU needs to be more accessible and flexible

- More relationships with the companies nearby so as to obtain scholarships for community students only. River Columbia is the 2nd most toxic in North America, student collaboration with companies can help it to be reduced.
- Open up the gym membership to neighborhood residents (ie. Auditorium district); community education outside of ‘school hours’ and over vacations; advertising to the community what is available to non-students.
- More research towards specific interests. Frequent buses.
- I think that it ultimately must start with better communication and listening to students in order to create enthusiasm for that interaction. I don’t think students feel involved with Portland State.
- More volunteer days (campus wide), more help for homeless (food drives).

B. What do you see as the two or three most important impacts of community engagement as it relates to students, faculty, the campus, and community partners?

- Increased awareness and overall community interaction concerning homelessness, sustainability, and awareness
- Cohesion between interests, engaging in what they need, and assisting in multiple ways in addition to student involvement.
- Enhancing skills - community projects. Learning opportunities for international students.
- Getting to know more about the place; local knowledge.
- Cultural competency; networking
- More inclusive and responsive to community needs
- Community partners are invited to co-design engagement; students/faculty go off campus to community partners.
- Creating leadership; future students
- Internships to jobs; volunteer hours; creating awareness to different cultures/communities
- A developed sense of giving back to the community
- Diversity; equality; inclusion
- Collaboration; no more “othering”.
- It will help students what they need to study in the long run.
- Engagement = recruitment = retention (applies to all)
- Guest lecturers/speakers, taking/receiving field trips and fairs
- The campus and community partners is important of community
- Meaningfulness, feeling like you CAN have an impact. It builds a rapport between individuals and the community around them - important in a transplant town like Portland.
- Hope for a diploma; a great image for the school
- Creating a safe place around campus for families/kids to spend time
• Employment opportunities for students; increased funding for higher ed; student retention and persistence
• If we want to make PSU the “Portland University” then potential students have to see it as a place they want to go, not have to go. Making PSU fun and exciting from a young age will make students interested in attending.
• Brings up issues that people have in common. Allows multiple ideas to solve a problem.
• Wm Dereciewicz (wrote “Excellent Sheep”) lives in Portland! Why haven’t we snagged him to speak here about the value of a liberal arts education? UO now has him as part of their Humanities Center (Kyrios?)
• Good experience for the real world; helps with complex problem solving/cooperation.
• Students gain real life experience out in the field; community organizations get help from some of the brightest researchers, profs, and students
• Students and all feel more connected and are working toward common goals and mutually beneficial relationships/partnerships
• Real-life experience; caring/helping out others; giving back to a community that supports the university
• Real world understanding of course content; networking and job opportunities
• Jobs post graduation; guest lecturing and other hands on experience.
• International work/learning opportunities for students. Community partners have a chance to see new ideas and connections to students and their inputs and research.
• Togetherness - engaging the community with students and making us feel like we are part of the community. Students giving back to the community.
• Feeling connected to community; giving back
• Communication; sustainability (for people in Portland and as a model); community building
• Exposure towards the studies conducted by the university which helps the community to have better solutions to their problems and for PSU which gets more research opportunities and find solutions to existing issues.
• Having the opportunities both on and off campus
• Meaningful topics (support and fund). Let knowledge serve the city by translating students learning into effective community practices.
• In house hiring from student body; the architecture and green space available.
• For students it provides practical application and experience with real life problem solving. For community partners it provides low cost access to consultants, project support, analysis, expansion.
• It helps both the community and students; it creates an awareness of pollution and greenhouse effect.
• Improves time, we become more punctual. Money, is as important as time.
• Internships, volunteer work, and public forums.
• clubs and groups, volunteer work in community.
C. What two or three ideas do you have about how PSU can advance community-based learning and research at PSU?

- Elderly bias concerning graduate programs (discrimination) and a more diverse environments concerning (Blacks in Portland)
- Make sure faculty and staff articulate the importance of service-learning in relation to after-graduation preparedness
- A lot happens through ISS, but there’s a lot of stuff happening in community equity issues that needs more funding without trying to masquerade as a green initiative. It should be ok to put social equity as #1
- Learning geared towards children
- Greater promotion for volunteering
- HUmanities Center
- Offer more talks about education and it’s importance to the wider community
- Tie more classes with interactions between organizations more cohort style? (make it a requirement for students to find an organization and it will happen)
- Do a lot in my grad program and it’s been very rewarding and helpful to be effective outside of the university. Very good real life experience that can help build your resume and relationships within the community.
- Find an alumni who may be willing to partner and offer opportunities to current students and recent grads.
- More info about capstone projects
- Create undergrad research program
- Create community based research fellowship
- Use partnerships in course requirements
- Review the ways the IRR process can be a barrier to working with certain communities
- Reach out to local diversity and civic leadership training program for students to be involved in
- Have community members attend conferences have students attend community events
- Gen Ed classes pair with community
- 400 level credit (service learning)
- improved record keeping of projects, data, etc
- collaboration between groups with similar goals
- One is through actively proposing information through pamphlets and other social sites which includes solution to existing problems and knowledge enhancing information
- build in teaching more systematically
- Fund more students/ community-initiated projects
- Bring community in with incentives and hold focus groups
• Offer scholarship/credits for student proposal and research - create a board (IRB) for that
• Create a place someone can call to find out “who is doing” [what i want done] - like designated entry places for the community
• create a way for people to know what other partnerships are happening around campus
• Incentives to faculty in build it into the curriculum more
• combine international programs and community based learning more
• Partnering with other organizations, institutes
• provide more support in terms of their skills
• Make education affordable
• more courses relevant to local concerns
• Events
  • trainings
  • cross population among PSU
• Centers and programs
• There are plenty of public services centers-use them/their work as learning labs- CUPA has MANY. Provide funding for this to Centers and faculty and students
• community access TV
• community radio
• Community partnership
• connect with new avenues for youth
• employ diverse individuals
• offer more paid positions. Have it required for part of graduation requirement.
• Invite more people of color and have more scholarship programs for them.
• Paid internships x2
• Making coursework more understanding of students majors. I would like to tie my work in school with my future
• Getting students associated with research lab, encouraging them to participate in various workshops
• Substantial corporate partners to fund research-local, regional national, international
• credits for exploring community through shadowing at work, places, etc.
• better openness between broader field of work environments
• They share many activities and we ned as intl students to meet with native speakers. Also we need to know about the majors at PSU
• Require it
• Offer an option of doing community service work in exchange for tuition discount/subsidy
• Allow for students to research their ideas in labs
• Reduce minority studies
• More in the field classes available
Volunteer/Community service REQUIREMENTS
Create faculty engagement (make it part of degree requirements)
more online videos/ rather youtube videos
allow more free/cheaper community classes

D. Please list any other ideas or feedback for this Topic Team in the space provided below.

- I'm planning to do an individual research project concerning elderly discrimination in relation to grad school entrance
- Engage students to be representatives in representing PSU in the beginning stages in partnership building.
- The topic is so broad, it should be streamlined to a specific focus.
- Field trips; discussions.
- More sharing of information
- See idea for community partnership on Vanport Flood- could involve multiple actors! Core part of PSU’s history as a community partner.
- Great work on the Partnership Committee!
- More internship options, invite students to bring their resources/connection to the school.
- I think the questions cover all the topic.
- Team up with other higher ed institutions in PDX to improve education as a whole in the city.
- Just I hope see more activity in the year for improve our English, as international student. Also I would say thank you for let us say what we need.
- Senior capstones are great but the student - teacher independent time could have increased in my capstone to answer questions I had.
- Fund internships!
- Make the community to reduce pollution
- Do more of these events at places community members will see you (ie. farmer's market)
- Use events like this to raise awareness. It's a good way to grab students.
- Target other populations aside from students for surveys
- Go out to community groups vs. seeing if they'll come to us.
- More info about capstone for grad students to act on; more informative mentors for undergraduates.
- Great job!
- Thank you for all you do!
- I think students should be involved in community activities more
- Market ways for students to get involved. Keep the Saturday Market!
Questions:

- How would it lead to a good/better balance of teaching, research, and community engagement? lyang@pdx.edu
- How will it benefit student? And how long will it take to be effective? aguchait@pdx.edu
- Why not have the library/study space open 24/7? smath2@pdx.edu
- I would and please if you can help me with my choice of major mushael@pdx.edu
- Where can I sign up for Volunteer hours/working with public schools jeanluke@pdx.edu
A. What do we currently do well at Portland State to support academic success and learning?

- University Studies is so good! I really enjoyed it; however the credits it takes does slow some students down.
- You offer really good advisors that solve and guide us as students.
- Internship requirement opportunities; they offer great experience in an educational pretext.
- Administration is very efficient with resources we have. Better at using online resources
- Many classes show great diversity. Knowing that there are many types of people that have different experiences and perspectives have really helped my academic learning.
- Plenty of resources to get help, also great diversity within teachers and their perspectives
- Multiple opportunities for academic support and tutoring outside of the actual classroom itself
- There are many easily accessible resources (though not always obvious).
- On campus jobs that offer valuable experience and leadership opportunities.
- I think the network of services available to students is amazing- from SHAC, the learning center, advisors. I feel like I am well supported, and that my success matters to PSU.
- Having resources for support of emotional/physical and psychological health (WRC, QRC, Rec Center, SHAC).
- Student Affairs rocks
- There is some faculty that is truly invested in the academic experience, not just getting through the ten weeks.
- Community based learning project
- Making all required time constraints, imposed by a course, available when deciding on coursework
- Great library and librarians that support students.
- FRINQ is a great way to get incoming students accustomed to college sources.
- Chiron studies
- I like that the School of Urban and Public Affairs requires internships (very helpful) and that the advisors are always available.
- I appreciate the online tutor available as well as the remarkable librarians always available to chat.
- Offering a career center that provides students a great place and opportunity to be employed. Specifically on campus jobs.
- Practical experience along with courses helps to gain knowledge.
- I love the learning center in the library, especially the drop-in tutoring.
- TA and faculty availability.
- Capstone experience in the community.
- Student affairs and support services.
- On campus work opportunities to apply classroom learning and get real world experience.
- Computer science department does provide real-world opportunities to work/study.
- The abundance of computer labs.
- Supporting everyone without judging (sexuality). Having resources available for newbies.
- I’m a post-bac and compared to my previous school PSU has way more accessible professors and much kinder.
- Variety of class schedules. Allows students to work and attend. However, there needs to be more core classes taught at different times.
- Support for international students: PSU Career Connect, food pantry, student organizations.
- Tutoring.
- Teachers are amazing.

B. What is the number one barrier keeping students from staying and graduating?

- The payment plan is bad for diversity and international students. Assuming students are not ready to take debt is disruptive to us graduating. By making people pay in full before the term and not allowing interest kicking (un-enrolling) out students prevents them from continuing because they (international students) must then leave the country because their Visa will go out of status. Overall, the payment plan does not make tuition affordable.
- Lack of academic/ professional/ social support to develop first-generation, low-income, and otherwise underserved populations.
- Financial issues, too much debt and not enough money for low-income students.
- Out of state limitations and time constraint to graduate.
- Financial constraints and the cost of tuition. Tuition/cost of living and being able to live less poorly is not weighted fairly. Struggling during college can be both stressful and can affect several aspects of student’s lives including grades, educational success, etc.
- As a transfer student I had a hard time getting around campus for quite some time. It took a little time to feel a part of the PSU community.
Some people don’t have the motivational support from their loved ones. This could apply to anyone.

- Financial issues/barriers (16)
- University studies
- Loan cap on undergraduates should have exceptions.
- Cost of tuition, including books and fees.
- Emergency funding and scholarships for international students.
- Help students have a vision of paying through school.
- Lack of cultural competency.
- Financial and moral support from faculty and staff.
- Bring the book store down.
- Need a student run bookstore
- Getting the run around- problems from unclear requirements and finding the right people
- Huge fees are the largest issue that keeps students from graduating.
- No Bachelors of Science for English majors.
- Advisors give conflicting advice.
- Food security, housing, and childcare assistance (6).
- Paperwork for graduating is confusing and not all the students know about the process ahead of time.
- The cost of education and the lack of knowledge before attending, i.e. how the application process works and financial aid.
- Scholarships for low-income and first generation students.
- Balancing time- needing to both do academics and work. Academics sometimes being impractical, not really related to our career, professors who are not passionate about teaching, etc. Some courses feel like they are not useful and not worth the time/price.
- Not finding a connection with your communities on campus.
- Accept low TOEFL scores.
- More frequent course repetition.
- Financial barriers with having a child and scheduling a classes around parenting
- Tuition difference in the Business School and advising is not helpful because they do not communicate or fully answer questions
- Food security (need staffing, resource, and more food) (2)
- Money for latino students and undocumented students
- For PhD students, major problem is affording tuition—need to go after dollars to fund PhD assistantships and fellowships to be competitive with other schools
- Students don’t know what their future careers should be
- Small stipends for GAs
- Students have to work
- FRINQ (2)
- Classes aren’t offered when I need them (3)
- There should be a four year path that works with students schedules and includes summer
C. What initiative would you like to see to support academics, learning, and career prep?

- While UNST classes were a good intention, I don’t think it’s necessary considering it doesn’t go with our major and it is a requirement.
- More connection with students, faculty, and staff for creating community (x4).
- Hire more academic advisors and career counselors.
- College 101 - as in how to navigate college and college services, this could be a website.
- Target career planning in conjunction with colleges and majors- providing students with information and support on how to put degree to use, who to network with and how to proceed.
- More personnel in the DRC for students who are registered.
- Presentation skills training- how to create strong and interesting presentations for job interviews, at work, in class, when marketing small businesses, etc.
- More supportive advising, one-on-one with students and discussions with them on their career interests.
- More methods to assess student learning; not all students do well with multiple choice exams.
- Flip classes- video lectures delivered via YouTube/iTunes University.
- Less class time spent on collaborative work
- Allowing student advisors to be available after regular business hours for students who have full-time day jobs.
- Sponsor and support individual fundraising projects.
- Graduate students only career fair.
- University Studies classes kept at the freshmen or sophomore level.
- More on campus job opportunities and scholarships for international students.
- Link education to career opportunities (include it into degree type).
- More guidance on course works and preparation for exams.
- Real-time interactive four-year schedule from the registrar. Every term when registering for classes, students should see a schedule of their remaining classes.
- Find a way to explain topics so that a student can understand it.
- Mandatory academic advising every term so student can make sure they are on track.
- Less pay to higher-ups (President on down) and lower costs for students, higher pay for teachers.
- More funding for masters/PhD students of color

D. What do all students need to experience to prepare for future careers?

- Project management/ proposals, timeliness, presentation, mapping, metrics, reporting, etc.
- Graduate assistant positions in student affairs (PACE students) (x3).
- More internships leading to jobs (x7)
- Students should have cultural competency.
- More financial aid
- Cluster courses prevent students from taking credits in classes they need for their careers.
- More focus on student thesis.
- More collaboration and team work.
- Connection to Career Service advisors earlier in time.
- More cultural competency (x3).
- Incorporate work study for real life experience.
- Continue with writing requirement and development of writing skills.
- Club leadership skills for team work, and leadership. Go above classroom time.
- Internships advertised and targeted to major and field of study (x2).
- Skills acquisition, field work.
- Less route memorization, more practical experience.
- Interview skills
- Internships or working with faculty (x4).
- Experience that promotes self-reliance and entrepreneurship.
- How to work with others in a professional setting, how to be organized and punctual, learn how to balance heavy work load with a social life.
- Practice interviews, networking practice, negotiating skills.
- Study abroad and learn other cultures.
- To be fired at least once.
- Volunteer experience.
- It’s hard to strategize for a career when burdened with student debt.
- Social and office skills
- More time with classmates so they can talk more about topics from class
- More spaces to collaborate with industry on projects
- Less emphasis on freshman seminars about liberal arts
- Time management
- Career counseling and strong internships
- Community engagement before and after capstone
- Make students earn their grades, strict policies on actually earning grades.
Innovative Research, Scholarship and Creative Activities

Strategic Ice Cream Feedback

A. What suggestions do you have for advancing Innovative Research, Scholarship and Creative Activities at PSU?

- Support research efforts on campus with grant application processes HIPAA compliance and all of the little challenges that come up along the research process; report formatting, publications, media/advertising, dissemination, computer applications, survey development, etc.
- Offer a wider array of computers related classes
- Providing more scholarships for students
- More funding - why is all the money going to business schools and University Hotel?
- Expanding the pool and outside resources of current available scholarships, possibly taking/petitioning local or federal government for grants to support the insufficient fund of PSU.
- Look for innovative research projects in the community to develop, particularly in regard to diversity based issues.
- For the accounting program at PSU I think they can implement some programs that include work experiences that people encounter in real world. Example, set up a course that are real work settings.
- Faculty should be encouraged to include-involve students in their research more. Offer more incentive grants to student/student teams to undertake research and projects. There a lot offered in STEM but how about other areas? This goes hand in hand with developing robust and creative partnerships.
- Please increase opportunities for short term exchange student to get scholarship.
- Maker space with 3D printing, laser cutting “hacker space” with industry sponsors.
- The urban should focus in a diverse scholarship for minority.
- Center classes around research projects and presentations/competition. Get more people involved in research and development. Encourage people to start their own research projects. More lab classes, less lectures.
- We should have more scholarships on activities like sports we play here at PSU or clubs like languages or art.
- More scholarships or stipends for research. More access because sometimes it’s hard to find some.
- I would love to have more creative classes for students that aren’t specifically art students.
- Student: More advertise so many students can apply the opportunities
- Tap into student groups more. There should be more collaboration between students and staff outside of what is required.
- More advertising for events and competitions.
- Curriculum across classes so art classes are not just art classes.
- Allowing video games to be played on computers. Video games is a growing medium and will eventually have virtual reality involved.
- Grad student: Increased collaboration across disciplines (graduate student in applied psychology).
- Fund graduate students. Support a graduate student worker union. Support on campus “maker” lab/movement.
- I feel that there should be a more organized and easy way of receiving information about programs for your major. I didn’t find out about certain programs (PSO, Masters program, PPS) until reaching the end of my junior year/beginning of my senior year.
- Funding/scholarships - competitions.
- Attract state, federal and private funds for collaborative research projects staffed by graduate students and faculty (e.g., IGERT via National Source Fdn).
- PhD students at urban studies have funding issues all the time which could prevent students from continuing study.
- More research funding for students! Abroad research!
- Better balance of teaching/committee work and research/create activities.
- Increased marketing of research throughout the campus community. Make current and future projects more transparent.
- Increase GA positions or other funded research/project opportunities. Students need time to pursue these and reduce busywork in classes. Focus on rewarding teaching quality and taking evaluations seriously.
- If PSU completely became sustainable and ran on pure renewable energy and encouraged more artistic campus events and competitions lead by all students (not just art students).
- Resources for grant-obtaining aid, recognition for biomolecular labs, programs, and opportunities - generally more information presented for STEM (not macro, like ecology, zoology, environmental science [too popular]).
- Scholarship for more student like international - more group activity.
- Int’l student: I think you guys are doing a great thing. Keep it up. I have nothing to suggest you guys.
- Incorporate research into classes.
- Focus on graduate student research. They are integral to the research program.
- Allow more opportunities for students to be involved in research.
- More exposure to general public.
- Dump university studies focus on academic clusters.
- Get involved with local businesses to create/work on projects needed/important for the community.
○ in the economics department, there is a lack of research for students in the economics department. it also seems like the faculty is stretched thin which limits their undertaking large influential projects.
○ more music related activities involving local bands.
○ opening up more spaces for student-run shows/events with music and art
○ make student programs and activities more entertaining and available
○ 1. research: discuss ways the IRB process creates barriers for conducting research with certain communities 2. reach out to nonprofit organizations that serve/work with underrepresented communities (ex. APANO, IRCO, etc.)
○ support global centers of excellence in research.
○ scholarships for at students
○ how can staff and academic professionals be included in this work?
○ be more public with research, promote scholarships more, and make creative activities more fun!
○ staff: research taking place on campus is not publicized - as a research institution, i have no clue what research is taking place or where i could find this info
○ staff: tell us more about what’s going on in research! i often have no concrete examples to give prospective students
○ support individual leadership initiatives
○ 1. more advanced learning based courses. 2. more seminars
○ offer more/clearer paths to research opportunities, internships, assistantships, for graduate students
○ i would suggest more opportunities for outside departments classes and scholarships for travel to conferences and collaborative workshops
○ combining art and athletics. special education and athletics
○ more scholarship opportunities for qualitative pursuits in the communication department
○ more scholarships for international students
○ nurture innovative programs like Chiron Studies
○ more partnerships!

B. In what ways could Innovative Research, Scholarship and Creative Activities be further rewarded and recognized at PSU?
○ offer way to recognize students who achieve these things at PSU
○ most students don’t even know what there is! advertise more.
○ instead of just asking students to apply scholarships through the annual scholarship application, we could divide the process into seasonal (?), or possibly provide transparency on how to select recipients.
○ more seed money for pilot projects. additional recognition for collaborative projects with community partners.
○ it can be recognized by letting people knowing these types of programs are offered to provide different options for students who learn differently.
○ turn the spotlight on the great work we’re doing. Need to tell our story better.
○ at first, they should try to give scholarship for exchange students who came from minor countries.
○ scholarships to work with industry (paid internships?)
○ by interviewing and asking questions related to scholarship
○ get more involved in research, especially their own and encourage them to look for independent sources of funding and communication to the general public and collaborate with other institutions and companies (seek funding from other institutions and companies)
○ open all diversities not just race or age but background, culture, religion and interests.
○ Get more majors involved as problems become more complex
○ more scholarships and recruitment for students to join
○ student: ask more students online such as a PSU website so they can recognize.
○ allow more time for creative research. the structure of the reward system for teachers restricts that.
○ scholarships, and advertising for scholarships
○ participation from student body. get marketing students to market art students: win/win
○ more youtube videos, the most influential hero for most teens are youtube stars. internet is where all the action happens.
○ grad student: publicity of opportunities and success of students and faculty potentially through more PSU hosted conferences
○ Give researchers space to build and pursue their own ideas. Good research requires time.
○ student: It would help students plan their career goals/major requirements more effectively - lead to better more efficient scheduling.
○ funding/scholarships - competitions.
○ offer awards/recognition to faculty who attract project funding that pays grad students for research.
○ scholarships should be awarded to all people. but mainly to those who are a minority and cannot afford to go to college.
○ more scholarship opportunity and time flexibility
○ attention paid at graduation? frosh orientation? connection to greater discourse community?
○ clearly incorporated into budget process - don’t base it all on credit hours
○ make it more well-known and celebrate/recognize it more than just one department
○ provide more support for students to do research and creative activities for course credit (guided by faculty)
○ front page PSU website, events advertised relevant to STEM (not macro, as aforementioned - try for engineering, robotics, biotech, biomolecular, other
unrecognized STEM), encourage such research with scholarships/mentoring opportunities and outside opportunities like internships.

○ int'l student: not many students don’t know what research is going on and how to join the research - let students know what is going on.

○ int'l student: I think the information kinds hard to get to the students. as a freshman, somehow I have no ideas about this program.

○ youtube videos to inform students of opportunities

○ grad student funding and recognition. grants for dissertation research.

○ send more emails to students

○ more events, recruit supporters and advocates

○ reward successful research by using an appropriate space/cost allocation mode/trim the waste

○ have PSU advisers (in each dept) let their students know about them [PSU/local business partnerships in research area] during advisor meetings.

○ funding for behavioral studies, particularly in developmental economics in addition to topics related to improving community and local economic health which can be used to apply directly to portland or oregon

○ grants awarded towards student lead education functions, with the arts/music. for example, the arts and sexual awareness workshops

○ bringing awareness to the community through art related events led by students

○ have grants/scholarships awarded to students activated in these activities.

○ 1. perhaps creating a relationship with organizations soon as partners in diversity 2. connect with local diversity and civic leadership programs - run by the city or org to promote/plan/conduct research/activities (ex. APICLI through APANO & IRCO

○ higher indirect return

○ promote ways for current students to attend PSU cultural events

○ provide time and position FTE that is dedicated to this type of work

○ emails and mailed to home newsletters/flyers (direct)

○ staff: recognized on the PSU website more mention of current research during campus visits, orientation (but we would need to know this info…)

○ staff: publicize!

○ academics, extracurricular, volunteering

○ rewards/scholarships

○ the McNairs scholar program - an excellent example of getting undergraduates into research

○ more attendance at academic conferences and scholarships for innovative proposals

○ competitions for scholarships

○ more funding

○ using social media to advertise and spread information
- we’re encouraged to “think outside the box” but the classrooms are all boxes - build outdoor classrooms!
- marketing beyond campus

C. **How might PSU strategically position itself to support Innovative Research, Scholarship and Creative Activities in order to stay competitive nationally?**

- support and encourage departments, centers and institutes in applying for larger grants. facilitating collaborations between units and externally.
- set a high bar offer course not offered elsewhere
- providing more opportunity for students
- we’re a research school - fund departments accordingly!
- first of all, sufficient fund is the priority. without enough money, things cannot start moving by themselves.
- reduce teaching load to make space for faculty to have more time for teaching. more pilot $ for faculty. better support for grad students to help with faculty research
- it might take some time but if statistics show the increase in efficiency, it can be very supportive to PSU.
- draws on the best practices of leadership in this area. we need the infrastructure/staffing to be able to hand the administrative work involved with grants/research.
- collaboration with industry sponsors
- create and strengthen good ties with other colleges, universities and companies to work with them and direct graduates toward them. emphasize lab classes and other forms of hand-on experience. encourage students to study theory in their freetime and seek clarity and ? from faculty
- more events or something to prove they deserve a scholarship than just essays like a test to prove their skills.
- have more labs that intro some techniques that are applicable to research. Get more interesting topics(?)
- recruiting leaders and students who would take initiative as well as more opportunities.
- student: easy access to research scholarship
- don’t make the process so hard and complicated
- host competitions, reward production and hire competitors
- make adjunct professors full time
- have the school make a video game with full orchestrated music, based on PSU like the game Bully
- grad student: funding for research opportunities
- PSU won’t be competitive nationally without changing dramatically. It takes time and space to build a nationally recognized institution. Look at the history of nuclear physics/chemistry at Berkeley.
- Budgeting! Knowing when and where (in what departments) to invest their money in.
○ providing opportunities for students to work directly with local problem solvers. (funding) for longer periods. Not just class projects but year long placements. attached to junior/senior capstones.
○ develop funding streams for policy/applied research institutes that attract faculty/staff researchers to collaborate across disciplines, around a given research theme (eg: social determinants of health)
○ give more funding to research and have more research opportunities available
○ I heard that OR is one of the states that has the least funding allocation. PSU as one of the most universities in OR should coordinate with the government for more educational investment.
○ help students who are learning “strategic” languages! Arabic needs more $$!!! Liberal arts must be supported. we need people to write about the world not just research it.
○ focus on strengths, eg transportation, energy, social work
○ engage in research that is current and relevant to the political, economic and social climate. do comparable research to other nationally recognized research.
○ be the leading university in environmental justice, inclusiveness of people of color and marginalized groups of people who have faced adversity; should be given or offered more opportunities for scholarships and/or committee positions.
○ involve PSU student research in other schools’ research out of OR, serach for inter-university partnerships in science, provide resources to help students collect and understand scientific literature
○ int’l student: more students can be helpful for brainstorming and better ideas
○ int’l student: I think you guys might need more activity as well as funds for more scholarships
○ I think incorporating research in all subjects and showing students that research is doable.
○ support research grant writing with funding for grad students and faculty.
○ participate more in national events and competitions
○ use indirect cost recovery $ to strategically support successful research - invest in patent growth
○ get involved with companies who need/support research and create positions for students to work in field.
○ PSU can partner with the state, local and federal government or organizations to produce studies actively used for the betterment of the contracting organizations or governments.
○ internships with professional business for real world experience through artis media connecting at PSU in/(?) paired with companies
○ helping students get involved with professional arts/media groups.
○ get more students involved in these activities.
○ targeted hires and focussed centers
be clear that this is an institutional priority and provide the time to faculty and staff to participate in this work
get more recognition; put PSU on the map!
staff: improved publicity re: research both or local and national level (on campus print and broadcast media)
staff: look to how often big U’s publicize research. news articles? interviews? billboards/bus signs
survey students. partnerships (OHSU, PCC, etc.)
focus on more EE based research
partner with national statewide and local research institutions to get access to grants and research opportunities
look into upcoming research programs outside of Portland. Be more accessible to matters such as climate change outreach programs, etc.
financial support for students traveling to academic conferences
update the IRB @ PSU, incorporate an alternative proposal process for research that doesn’t conform to traditional experimental research
value student input and activism
not sure

D. Please list any other ideas or feedback for this Topic Team in the space provided below.

graduate students are very important to the research conducted at PSU and this should not be overlooked. more opportunities/programs for undergraduate students to gain research experience/mentorship would be great! so important!
offer more clubs at PSU
could also provide more means of informing students about the current available activities as well as ongoing and future regarding Innovative Research, Scholarship and Creative Activities
need to up grad student stipends to allow us to compete with other high quality universities to recruit the best grad student applicants. also, need to be sure that there truly is adequate support for faculty once they get a grant. (eg-with high interest rates it still hard to get adequate support such as computers when you get a grant)
I’m exchange student. It was difficult for me to go study abroad to PSU because I couldn’t get scholarship. Please give us interview for it.
ask other university for info in doing better ways of addressing about financial aid, scholarship and research
“the best way to have good ideas is to have more ideas” -Linus Pauling. If you force faculty and students into creative spaces and thinking, they practice creative thinking and therefore improve at it. this allows people to do better research and development and want to do it more.
not everyone is a good essay writer so if there were other ways instead would help those who can’t write.
more interdisciplinary research opportunities that require multiple majors
○ Teaming up with more organizations around Portland and even other cities if possible creating more allies!
○ I’m an international student and I know there are a lot of opportunity, but more support of international students since school expenses are pretty high at PSU
○ hiring students for positions in fields related to their studies would raise morale and give students a feel for the job market
○ grad student: very interested in generating greater opportunities here
○ They should incorporate programs in schooling/curriculum as well as have professors give announcements at the beginning and end of a class.
○ please find scholarships for people with various disabilities and diversity scholarships. thanks!
○ urban honors has a good idea but it’s not being executed well. a core research curriculum will make better undergrad thesis and get more national funding.
○ inter-departmental research projects would be interesting and allow the free-flow of ideas between academic fields.
○ replace PSU advertisement (fearless campaign, frontpage PSU website, etc) with STEM-oriented news and opportunities. step away from women/gender studies, social activism
○ int’l student: more chance advertise about the research
○ grad student funding. grants. healthcare, basic living wage for researchers.
○ Good job!
○ do a better job of pre-approving grants and gifts to make sure the university can provide the resources necessary for success
○ have local business get involved, have students work with these companies
○ more funding towards music/art projects less towards sports
○ one a week/once a month events that help bring up awareness through art
○ Thank you for all you do! :)
○ making thesis option more easy to pursue for students
○ multidisciplinary majors
○ i think we could do some really innovative work updating our IRB. researchers currently treat the submission process as a “hoop” they have to jump through. let’s consider new ethical concerns that take into account modern technology and cross-cultural constraints on a global level!

E. If you would like us to respond to a question you have about Strategic Planning at PSU, please ask your question in the space below and provide us with your email address.

○ how is PSU trying to coordinate with other universities in OR on this? (ksackett@pdx.edu)
○ how does PSU currently reward innovative research? How does PSU define innovative research? (eckz@pdx.edu)
○ How do I, as a student, get research funding for my undergrad honors thesis? (ystein@pdx.edu)
○ Is this topic team under Student Affairs or which department exactly? When will you announce or put your plans into effect? (kvald2@pdx.edu) - answered via email by KSP
○ How can I change the focus of the Honor’s Program? I have already spoken with Dr. Fallon with no result. (chutfilz@pdx.edu)
○ Why don’t PhD students have adequate funding? (anthonylevenda@pdx.edu)
○ Support my cause, #smackmalaria (marucined@pdx.edu)

Newsletter
● jacklynk@pdx.edu
● kaoyz(or'2")@pdx.edu
● cfriemann@hotmail.com
● maikhanhpdx@yahoo.com
● yanwu@pdx.edu
● ystein@pdx.edu
● josue(or, josae)@pdx.edu
● mendres@pdx.edu
● kstedman@pdx.edu
● smath2@pdx.edu
● mcan@pdx.edu
● kskaug2@pdx.edu
● cofden@pdx.edu
● apile@pdx.edu
A. What can PSU do to remove barriers to success for an increasingly diverse students body, including students of color?

- More diverse activities.
- More cultural events, programs, etc.
- I would love to see more diversity in faculty and professors. I learn a lot when our professors share their story of how they obtained their goals and what challenges they overcome.
- Lower tuition for more people to be able to come to college in order to succeed.
- Direct outreach to local schools. More scholarship for diverse communities.
- More opportunities to connect to non-oregon tribe members
- Make students more aware of resources and student groups.
- They should provide more scholarships
- To provide more opportunity for them
- Offer more programs
- I think that the resource centers on campus are encouraging a diverse student body.
- Have more PSU representatives from diverse backgrounds visit schools(k-13) whose populations are really diverse.
- More diverse admissions and financial aid counselors.
- N/A cause I’m white.
- Make connections with organizations devoted to diversity to recruit students.
- Make sure all instructors and staff are educated about keeping students’ disabilities confidential, including a person's need for accommodations.
- Increase campus dialogue with administration. Actually commit to action stops.
- More teachers of color, privilege workshops, better scholarships and grant opportunities.
- Listen to the community being a student of color, I often time believe that my role is invisible with PSU.
- People being open-minded when someone tries to come out of the closet to them
- Increase funding opportunities and decrease the financial barriers of attending PSU. Prioritize cultural competency. Make PSU a safe, welcoming campus by supporting initiatives like sexual assault prevention policy and staff training
- Taking into consideration people of color. I know two people of color who were more than qualified who were not allowed into the program, this is not acceptable.
- Help clubs offer exciting events that would get more of the student population involved.
- I’ve found that the foreign exchange students I’ve met who don’t live in exchange housing enjoy their experience more.
• Maybe PSU could have a different culture themed night or something for people to go to so their not alone.
• continue to provide a variety of mixed population courses such as UNST. Through such programs students gain access to much broader community.
• Maybe street level outreach
• More faculty of color, more mentors, student mentors, more students of color. Visible in leadership positions. also better Financial aid.
• the biggest factor in recruiting students is adequate financial funding. This is on unnecessary on our students and their families.
• it really depends on the quality of the university to be attractive more in national and international level and to be able to attract diverse students. In fact, is should improve its degree among other universities.
• Have monthly exhibits of culturally specific art and also gender specific. Offer services all students par for during evenings or weekends.
• More outreach to all local high schools, as well as middle school students. Monthly campus visits, information sessions, Q & A panels given by faculty members, multicultural center employees, or at least one person from even resource center.
• Hiring teachers of color/diverse identities, holding campus events to improve cultural competency, creating safe spaces for diversity, disarming campus police.
• Adding an outreach program to have students work with impoverished communities to promote a college education.
• Provide culturally specific support services & have them known in all program orientations.
• Increase their diversity between staff and faculty in the business school.
• Offer more weekend/evening classes.
• Cultural competency training for faculty & staff.
• technology & systems training & support for non-traditional students that may be “on the grid” for the first time in years.
• Be more connected with the students past education. Many students of color do not have the same educational background and are coming in at disadvantage.
• The cost of tuition can price out students coming to Oregon from less inclusive states. This is a particular concern for LGBT students of color who are already at a disadvantage.
• Information sessions about financial aid at local high schools; current PSU freshman from diverse backgrounds serving as liaisons to local high schools for recruitment.
• Perhaps surveys asking people of different culture what their needs are.
• Work to make students of color more explicitly welcome-more course content, more faculty of color, more opportunities.
• Make a diverse group of mentors and advisors to make all students more comfortable in asking for help.
• Reward and promote the faculty who are working on this issue.
● They could create support clubs for these people so they could have a safe place to succeed.
● Re evaluate the direction to arm CPSO and take culturally/racially specific research on police and gun violence into deep consideration
● Lowering tuition would be a good start. And increasing student input in university decisions, so students can help shape the university into a place they can feel comfortable at.
● Allow irregular advisor hours to students who work full-time. Being a Latino student and parent, when I look at typical hours of operation at PSU, I receive the message that it is not attending to the needs of nontraditional students
● Ensure there are multi-stall gender-neutral bathrooms in every building
● Hire an Asian American/Pacific Islander advisor full-time
● Create a culturally specific space for API students/community members
● Association; job searches on campus; friends with Arabic names never get email returns
● Fully online process is a barrier
● Transfer students, nontraditional students don’t know where to go for all the good groups, unions, services on campus; outreach has a hard time reaching commuter students
● Recruitment is not going out; use the students base for students; we have amazing grad programs - some of them DO want to stay to be teachers
● Retaining: difficult when people realize when their voice isn’t heard

B. How can PSU best recruit and retain diverse faculty and staff, including faculty and staff of color?

● Language can be a major factor-we might review our policies regarding dialect and language.
● Reach out to a larger candidate pool.
● By maintaining a goal in inclusion.
● Encourage diverse staff to get involved with student groups on campus. There are many diverse students groups that would benefit.
● Offer more money.
● Spread the word that we want to be a diverse school (use our pride slogan).
● Built in policy prescriptions
● Providing incentive for foreign teachers and more specific culture classes.
● Have open public forums about color
● they can get better networking
● Give diverse staff stable contracts. Diverse staff should not feel like they have to teach online classes. Let them teach more in the classroom.
● Pay attention to language discrimination
● Increase clubs/awareness/events
● What can we do as an institution to obtain more funding and scholarships? This is a nationwide problem for public universities.
● Providing enough fund for faculty could be the very way.
• Create committees with existing students who can offer their perspectives. Continue to offer students leadership for specific groups.
• Required cultural competency trainings conducted by an equity training professional who is not affiliated with Portland State University and is an individual of color and/or LGBT member.
• Unsure
• Better pay, better benefits, better faculty staff to do the hiring.
• Advertise to a larger population
• Explore the community of PSU and figure out which cultures are present within PSU. Make them feel like they are an integral part of the PSU community.
• Recruit outside of Portland metro area.
• Everything
• PSU is extremely responsible for addressing local disparities among marginalized communities as an institution that is physically, professionally, and culturally at the center of Portland. It is our job to educate and set an example of how to remove barriers and include marginalized communities.
• Do better on behalf of student of color. Make sure hiring process and promotions do not contain subtle forms of systemic racism
• Cultural competency training! Diversity curriculum.
• Allow for incentives based on your economic stability.
• Informing them more on the goals and missions of PSU diversity.
• Make sure calt. competency is institutionalised.
• Reopen searches when candidates are not proving the be diverse.
• Well, you can start by not laying them off! There needs to be real diversity training D2L modules are not enough.
• Focus on diversity and inclusion when the positions are announced and work to continue to create a culture of inclusion among the current staff.
• Pay, professional opportunities, increased recognition of faculty members - MORE faculty members so teaching staff aren't also balancing advising, etc.
• Perhaps more cultural events honoring students of color & their heritage.
• Hire more faculty of color & address salary inversion.
• Competitive wage.
• Put cluster hiring of faculty from diverse groups into Portland State’s next capital campaign in a big way.
• They could promote students of color and other diverse groups in advertising.
• Advertise to a wide variety of candidates and continue to provide and opportunity for those who do not always have them.
• Retention is key! Find out from, faculty/staff how they feel about the campus climate on this issue. Need to get past the “politeness” and slip service. to discuss the tough issues.
• Hire out of state
• Advertise to a wide variety of candidate and continue to provide an opportunity for those who do not always have them.
• Create an ERG for API staff and faculty.
• Are we allowed to ask applicants “how can you add to the diversity of PSU?” Something along those lines to get a sense of how the applicant views diversity, etc.
• Again, allowing multicultural events to take place after hours; or not always 8-5.
• Show that they are an institution they should want to be at; raise faculty pay

C. What is PSU's role in addressing local disparities among Portland's marginalized communities?
• We might host forams, speakers that directly pertain to local issues.
• As and institutions PSU has a responsibility to the students and the development of the community. i feel that requiring student involvement in the community is a positive thing that PSU has.
• Research and information strategies.
• Psu is located in a unique setting. We need to get off campus and reach out to our local community.
• to be centralized institute of total cultural competence, be a safe haven.
• Working on cultural competency.
• Student
• I think we need a much stronger connection with our local school districts. PPS in east Portland and we need to connect with programs which assist new immigrants and refugees - Catholic soc. services, lutheran services, IRCD… And this connection should be with the entire family not just the prospective students. This should be part of a strong “pipeline”.
• Empowering them in various ways.
• Introducing different races to downtown Portland and classes that encourage urban exploration.
• PSU has a large role, representing both city and largest state school. Portland lacks diversity and so PSU must make an extra effort to recognize support diversity we do have.
• Better educational pathways
• Integrating those communities not learning modules
• Acknowledge them.
• I dont know. Additional campus areas and an eastside property
• Let knowledge serve the city.Lofty goal, how about service commitment to live up to it.
• PSU should give students a chance and provide opportunities to do community service, these should be incentivised.
• Assisting those who may not have access to the opportunities PSU has to offer.
• PSU does this well-capstone projects more we should do more engagement.
• The need to be a campus discussion that raises education of sexual assault and profiling of students as well as community members.
• Creating spaces for marginalized students/faculty, reaching out to students who attend high school in low income neighborhoods.
• Aside from taking all their money and paying the president to much, how about lower costs of tuition.
• Making diversity aware to all students and staff.
• Let the knowledge serve the city and its communities.
• I think should be huge! Isn’t that who we are? I would love to see PSU lead educational resources both for previously incarceration & potentially currently incarcerated.
• Making connections with students in highschool and creating a bridge to make college possible.
• PSU is intimately involved with the local community, we can continue to push for inclusion while taking steps to be a model to follow.
• PSU’s responsibility is to its students, regardless of color. Providing equal opportunity of all colors.
• higher education, in general, should be a vehicle toward social equity, rather than reinforcing social barriers to communities.
• We should actively seek out issues of disparity in pdx and make it a point to intervene to foster community change.
• Developing students to see the issues and help fix them.
• Portland State needs to support more programs like Exito and Bridges to Baccalaureate.
• Their role is to obtain the knowledge to get out students to serve the city.
• PSU should host more accountability process on campus and should better support (money) the resource centers on campus. Fund them!
• Continue to provide opportunities/resources for marginalizing students.
• Not doing enough. We are in a position to provide more opportunities, but really not doing much yet.
• Being all inclusive. An easier financial aid process.
• Work/learn with local non-profits such as APANO, IRCO, Communities of Color Coalition, Living Islands, etc.
• Work to lower disparities within the institution itself, a mandatory class for all students which addresses these issues and gives students a basic understanding of oppression

D. Please List any other ideas or feedback for this Topic Team in the space below.
• Further updates throughout the process would be helpful
• I love the Smith events. Maybe more “party in the park” events.
• Make diverse faculty, staff, and students feel more connected to each other.
• I think America should still learn to behave better and have deeper relationships with each other to understand themselves more. In fact, sometimes it seems that everyone wants to behave friendly but they usually keep the distance between themselves and it seems that they do not want to understand each other more. “I am a foreigner”.
• give students and faculty more of voice by providing surveys and/or questionnaires through the PSU website or Banweb. Also, have the feedback sent to Student Affairs & President Wim.
• Make it more reachable for colored students and to take college free.
• there is a lack of opportunity to complete a degree program on off times such as evenings/weekends for the older folks that work full time.
• Focus on sult. compet.
• Technology access.
• Mandatory service work for student is needed
• Student training as well as faculty training
• More ice cream… i would not have filled this out without the promise of ice cream.
• The team should be comprised of people of color and have power to enact change safe spaces.
• I think you guys are doing a great job.
• Diversity initiatives at PSU seem like a facade, the staff of color joke about the “strides” PSU is making in diversity, it is not authentic and there is little accountability in the support of students/faculty.
• The space provided for the QRC is too small for the population that attempts to utilize it day to day.
• Provide outlets for all colors including those you assume are “privileged”.
• More student events that support those of color, LGBTQ and disabled communities.
• Resources for comprehensive cultural competency trainings for faculty/staff/students at PSU.
• Have an open forum.
• Mae conscious effort to integrate diversity content into courses & check to be sure it happens.
• As a student with a disability and with a service do, I would appreciate more education ven to instructors to not ask why I have a service do. It’s awkward.
• Keep up the good work!
• Why a focus color? Include more about minorities and undeprived.
• The OGDI should have 2-3 faculty appointments (in OGDI) working on faculty and student recruitment & retention.
• They could give free ice cream in exchange for valuable opinions.
• Do not arm CPSO. Pay professors a living wage, that is consistent and reliable. Provide more support to campus resources center.
• We should be offering more free education about PSU to local high school students
• thank you for creating a safe, diverse space at PSU!
• Promote FA counseling and easier access to students first time at college.
• Thank you for all that you do!
PSU needs to not be afraid to make major changes, to make education more equitable, regardless of what other institutions are doing. (Free education is possible!)

I enjoy the multicultural classes offered, especially women’s studies.

E. If, you would like us to respond to a question you have about Strategic Planning at PSU, please ask your question in the space below and provide us with your email address.

- icrystal@pdx.edu What does PSU currently do to reach out to diverse high schools?
- igloria@pdx.edu How can PSU as an institution advocate for undocumented students more? Students who can’t access services because of hours.
- krald2@pdx.edu When will some of your plans be officially announced or go into effect?
- I would like to respond to A+D w specifics about how these might be addressed- smb@pdx.edu (student with disability- issue with confidentiality)
- How are you engaging with current on campus efforts and considering them in your plans for future plans? emc4@pdx.edu
- How to deal with a homophobic teacher in philosophy sex and love class. elewins@pdx.edu
- I believe that Filipino community makes up a big chunk of PSU, so what happened to the Filipino course that once thrived way back when?- pgmillen@pdx.edu
- vluka@pdx.edu - please email me when you meet :) 

(Questions listed without email)
- What does Portland State do to promote its long tenured faculty?

(Emails listed without questions)

Saming@pdx.edu
jmb5@pdx.edu
vluka@pdx.edu
glopez@pdx.edu
amfallon@pdx.edu
liebmanr@pdx.edu
foxhoven@pdx.edu
gtia@pdx.edu
naela@pdx.edu
jclars2@pdx.edu
jclars2@pdx.edu
naela@pdx.edu
gtia@pdx.edu
foxhoven@pdx.edu
Additional Feedback from the Strategic Ice Cream Social submitted to EOA member
Christian Aniciete

- Update the PSU Diversity Action Plan which has outdated goals and timelines
- Hold Diversity Leadership Team and Chief Diversity Officer accountable in implementing the Diversity Action Plan
- More support for the cultural centers and their programming
- Incorporating a diversity requirement in the PSU curriculum
- More support for Asian American and Pacific Islander students which make up one of the largest minority student groups on campus. According to the draft of the PSU Diversity Action Plan dated Feb. 2012, API represent 8.5% of the recorded 28,522 students (more than 2,400 students).
- API students need a fulltime API recruitment and retention advisor, an API studies program, and an API cultural center
- PSU needs to provide more ethnic-based scholarships
- Global Diversity and Inclusion needs to have more funding and resources to build on cultural competency efforts. During 2014-15, only a series of three trainings were offered. PSU could do better.
- Create diversity recruitment and retention advisors/officers in each college. The SBA has one right now
- Expand GDI and UComm’s “U Belong” diversity/marketing campaign
- More outreach to underrepresented, marginalized communities should be done in elementary, middle school and high school level
- Expansion of resources in Global Diversity and Inclusion. OHSU’s diversity office is a great model and example.
- The Diversity Action Council should have more autonomy in moving diversity initiatives forward
- Develop a suite of diversity training materials and mandate every new employee to take them as part of HR’s orientation/onboarding process
- Apply equity lens throughout university processes and decisions
Organizational Excellence & Financial Stability

Strategic Ice Cream Feedback

A. As a student, what are the most significant bureaucratic barriers you face in finishing your degree?

- When and how often classes are held. A lot of classes are held at the same time as others I need to take.
- Besides my own laziness, advising requirements - but they are still necessary.
- Staff: Student face several hurdles as they try to finish their degree - MMR immunization records formas are difficult for international students to fill out and get holds removed from their account. Clearly defined and easy to access degree audits and requirements for each degree offered - catalog years are very confusing for students. Lower tuition and fees would be great!
- Faculty/Chair: I face the “multiple boss” problem - a lot of people besides the Dean want to tell me what to do. It’s overwhelming.
- Getting the information relevant to me and my situation and filtering what isn’t relevant.
- Faculty: scheduling of courses, particularly for masters students who only have 2 years: Funding!!
- cost, structure of available courses - when where they are offered and how often.
- changing degree requirement/faculty. not enough staff support because they are forced to be adjunct professors. Being able or not able to pay for classes.
- Faculty: Having to waste my time countering bureaucratic ineptness.
- Staff: missed communication/logistics of requirements, fees and fines, etc.
- Issues with class sizes, funding and costs.
- Student: Tuition is too high. Housing and parking is too much. no federal financial aid. My residential designation as a student. I've lived and excelled in Oregon schools for 17 years and because I’m not a legal resident I pay out of state tuition.
- Finances, definitely. Some of my friends have maxed out on student loans and aren't sure what to do now.
- Student: money is my largest barrier from finishing my degree.
- Fragmentation and silos - centralize advising. quit breaking up departments making it harder to find the right group to get answers from.
- Transfer student: PSU has not made me feel like I belong in a way great than taking my money. Tuition is high and there is not much in the way of helping students pay for it. It is very hard to get information, financial or otherwise.
- A one-page checklist given/emailed to students before every term on what they need to do to
  i. enroll in classes
  ii. healthcare
iii. financial aid
iv. student housing (optional)
v. timeframe till graduation: this could also be an interactive part of the registrar's website. showing a default quickest path to degree, but allowing for real-time manipulation.

○ Post-bac student: I spent a significant amount of time applying for scholarships only to be told afterwards by the scholarship department that there are no scholarships available for post bac students.
○ DRC and not having enough classes offered.
○ Tuition/fee schedule is siloed and can be difficult to navigate.
○ (surprise) Time constraints imposed by school (often not indicated by schedule when signing up for classes) and limitations on affordable number of credits. Healthcare requirements are a scam, clusters are inefficient, majors coursework needs to be offered within a reasonable time.
○ Finding more financial aid instead of relying on student loans to pay for my schooling.
○ no idea
○ not having classes offered during certain terms/classes canceled.
○ simply costs, class availability, it appears cost are going up with less classes /# of the same class being offered.
○ Student: Financial department - date to drop classes is too soon. late fees are too high and tuition hikes are problematic. I would not have returned as a student if I didn’t work here.
○ Bureaucracy is the barrier at PSU. If students are to succeed they need to develop stronger relationships with professors and administrators. This means increased and visible office hours - accessibility to decision makers.
○ staff: for our graduate business students, they have significant work and family life demands as part-time students - better 24/7 access to campus resources as they're working during normal university hours; childcare options.
○ Being able to provide for myself while still identifying in the role of being an active student.
○ integrated students services, financial aid, registration, student accounts on a fundamental level. think: concierge.
○ inability to transfer in credits from other schools. the price of tuition in relation to what I can borrow, what I’ll need to finish my degree from the beginning again.
○ I have not experienced many barriers. I think this process is very valuable and should be used to drive better processes.
○ I get frustrated when I go to financial aid re: financial aid issues and they have infor then send me to registration/admissions and then somewhere else = lines and more lines in the neuberger building. would appreciate more streamlining and /ore working together between these departments.
○ Faculty: confusion over meeting grad requirements.
○ financial aid required extra paperwork - e.g. link to taxes. parking - I work here and need to park on campus all day every day but some terms I'm a part time student (very close to full time) and they don’t want to sell me a full time pass. Contracts/purchasing rules are somewhat restrictive, lots of paperwork (run into the is at work on campus)

○

B. What organizational efficiency, in your area or your everyday work, would you suggest?

○ Whenever I deal with Financial Aid, account info and payments, etc., I feel that there is little communication between all the groups. I hear one thing from one area and then another area says the opposite (regarding school policies, ways of getting things accomplished, etc.). Just going to Neuberger is stressful.

○ Integrate the advising with a course every so often, allowing students to use class time to do the advising (finals week & first week) auto-scheduling them.

○ Staff: Study abroad course equivalencies with more detailed information, so faculty can evaluate them faster. Be able to meet with other office coordinators to create a “best practices” manual.

○ Faculty/Chair: Take purchasing for grants out of the departments and into the research administration realm.

○ Improvements to D2L

○ Faculty: Handbooks of all sorts to help everyone navigate the system.

○ having more of the required MSW classes available so it is easy to register.

○ Reducing the number of administrative positions of PSU to reduce the confusion of lengthy chains of command.

○ Faculty: Administrators consulting with affected parties when making big decisions. THey have made many decisions that have stifled creativity and lost money.

○ Staff: Be able to stop duplicating efforts with campus units like HR, Fast-CAS - we all scan and store much of the same documentation.

○ Reduced red tape.

○ campus’ in other areas

○ Student: Services to students that we pay for should be more accessible. Hours are always during early day. For students who work regular hours that is hard especially when they really need the support.

○ some work is required electronically (D2L, TK20), others via email, other classes don’t utilize these art all, which makes it hard to keep track of.

○ student: i would suggest a more efficient financial aid office. I’m co-enrolled and find it difficult

○ Faculty: It seems like there could be more efficient ways to facilitate grant application and reimbursement.

○ Simplify how contracting and accounting works.

○ Transfer student: More open and participatory structures across the board. More focus on faculty and counseling than administrations.
○ Staff: Stop treating people who spend money at PSU like criminals - do we really need a business purpose for every expense?
○ Post-bac student: having more access to have to navigate scholarships.
○ Keep contact with DRC
○ I think increased assessment (or connecting the “grand view” to current assessment) will allow whole department to see if what they are trying to improve is “working”
○ change responsibility in indicating all time constraints imposed by a class, remove requirement of cluster courses and increase ability to incorporate math and science into other major types.
○ better organization of the financial aid department.
○ i don’t know
○ once download all reports to streamline process of finding errors and differences.
○ hard to say
○ Student: IT needs funding to increase lecture capture/upgrade existing infrastructure to increase our distance learning.
○ Let’s have managers who have a demonstrated ability to manage work and people. PSU is deficient in this resource and most managers work only as a tool for administrators to keep poor policy in place.
○ staff: syncing up to one application system for graduate admissions: strong communication on attendance of recurring events locally and globally reducing overall recruiting and travel costs across university.
○ being able to provide more active school sponsors, like this event, to create a sense of self-regulation from those paying to be here (not just those being paid to be here)
○ coordination of information/data creation and sharing (seems quite inefficient)
○ more resilient processes or at least an environment that supports creative change and rapid adaptation that can faster become part of the official policies (functioning as a complex adaptive system, not a behemoth)
○ opening doors to students who study at different colleges to be able to transfer in or earn partial credits for.
○ I think understanding data improves efficiency.
○ Faculty: communication; need for clear organizational chart
○ a better website

C. Part of an excellent organization is effective internal and external communication. What can be done to improve communication? What kind of information do you want? How do you desire to receive it?
○ Access to administrative staff.
○ I’ve gotten more late fees here than my previous college. Not from my negligence, but because I didn’t know that I owed something by a certain time/day or at all. I feel I’m never informed enough about my accounts.
- The disparity of the student body is too great to create a system for communication.
- Staff: Easier to navigate website, registrar forms, financial forms can be very hard to find.
- Faculty/Chair: I don’t just want to hear about decisions - I’d like to have some input into the deliberations.
- More cohesive messages to the external PDX community re: role of University in our region.
- Faculty: More transparency!! Especially in governance. Need more insight into decision-making process & before the decisions are made.
- Staff, competent and anti-oppressive classroom practice
- Improve the accessibility of the PSU website and include easier to access contact information.
- Faculty: Internal: one place on the PSU website that lists resources for students.
- Staff: I like email and RSS feeds with links to full info online; stuff closely related to me - one time a month; stuff less related to me - one time a quarter.
- Difficult to communicate with higher ups. Increase opportunities to communicate with decision makers.
- Student: I want to receive notices of important events and changes to the college that are specific to me and be able to give my input. (woman, mother, woman of color, student leader, non-traditional). Emails, calendar, newsletter, mail
- having the same method of communication from professors would be very helpful - this isn’t the case often. Email is the most effective for information, through text alerts from campus safety, etc. is great.
- Student: I feel like mail is a great way of communication. However, I wish I could get a timely response with information I specify in my emails.
- Faculty: There is a breakdown in our channels of communication with adjunct faculty. Also the bulk of faculty don’t have ongoing connection with faculty governance.
- No one that values their career is going to set down with the president and tell him things that are going wrong. The PSU history is littered with the memories of quality faculty and staff that have bucked the status quo. This is a great start in addressing the issue. There needs to be more opportunities created for two-way communication without of of reprisal.
- Transfer student: Administrative transparency - or, let students be a part of decision making (and advertise the opportunities better). I want to know about what changes might happen before they have happened.
- Staff: Force people to read emails. I actually think blank@pdx internally is quite good.
- Post-bac student: a survey at the time of admission/acceptance regarding information students would want regarding financial aid and/or scholarships.
○ Work close with instructors.
○ Consider a college 101 (navigating college services) website, perhaps? Helpful to students?
○ Send emails when requirements are not met. Be more on top of students to complete requirements.
○ no idea
○ More information about how resources are spent at PSU (should be shared with students)
○ give every alum a lifetime pdx.edu email address. builds lifelong pride as alum=more $ donated.
○ like to see the alumni magazine come out at least 3 times a year. my son, a student at PSU, says he gets way too many emails - he also never goes to the homepage - straight to banner.
○ for everyone to use the same report for reconciling budgets each quarter.
○ may be departmental focus / with something to allow input and output of ideas and announcements
○ Student: graduation requirements and advisor access are not clear. I also want a more accessible class schedule to help with planning future terms.
○ Be honest and direct! confront the problems don’t sugar coat.
○ staff: inter-departmental communication and note taking so that if another department or office communicated with a graduate student I have access to it. basically a better and more robust use of Telisma.
○ I, along with many students, are motivated by resources. We all have opinions on how things could be better but need to be connected into sharing this info. This would lead to better internal/upward communication.
○ Additional public forums with different members of PSU leadership team.
○ I feel that communication could be improved by focusing in on important topics that affect different groups of students. Less chain mail so each email has more importance.
○ All information can be valuable. It is becoming difficult to utilize all modes of social media and forms of communication. targeted communication is important.
○ I would like to receive more information about support groups/on campus supportive resources (a grief/trauma group). I’d like to receive info through hard copy such as flyers, letters, in class visitors/announcements.
○ faculty: would like to know about new administration position planning vs reading emails that are fait accompli.
○ on the website and email
○ email is still best. just make subject line clear so I know to open it. class announcements are also really good - ask faculty to announce.

D. Please list any other ideas or feedback for this Topic Team in the space provided below.
○ The Higher One Account is really annoying. Upon arrival at PSU, they say it's the easiest option, but it isn't. It takes up so much more time than a student is willing to put in.
○ Thank you for holding this!
○ Cost savings: cost of the institution affects tuition fee, so there should be swift measures taken to decrease the cost.
○ The university as a business... is education the priority, or is a university a profit generator. I'd like to see maximum transparency when it comes to the money in/money out.
○ I think the number one issue is the ridiculous salary for top level administrators. No publicly paid employee should make that much.
○ Student: Reach out to culturally specific students more! There are cultural, informational, and generational barriers to participating.
○ Student: easier to contact advisors and financial aid. More informed financial aid staff regarding co-enrolled students.
○ Don’t drop any of the proposed initiatives. But, set measurable and trackable expectations with set timelines for implementation. Revisit them often and make them happen.
○ Transfer student: Institutional financial stability will come from student financial stability. Focus on making this a lace students are about, focus on attracting great faculty, instead of advertising or new buildings.
○ Staff: Fund things like 3% increases for UnUns - Don’t make departments find the money themselves - that is BS.
○ I really enjoyed the provost challenge.
○ Make the approval process for clubs/orgs a lot faster/more efficient.
○ Idea: to solicit vendors (people we pay $) for sponsorships or contributions.
○ as a university with an older population, create ideas/paths/classes for night time degree.
○ Student: why can’t Banweb link to course descriptions? this is so maddening, it’s impossible to find course descriptions.
○ demolish university place hotel. this organization shows no regard for the mission of PSU.
○ Don't' be afraid to hire students on a day to day basis to ask other students for feedback. payment is always negotiable and we are always looking to strengthen our resumes.
○ consistently emphasize the message that PSU remains a mission driven organization (but it simply must obtain more financial resources than it spends)
○ Priorities: beyond breaking down silos = foster cross functional work groups for problem solving at all levels, not just upper levels (also including students in groups). Decreasing barriers to internal entrepreneurial ops. Supporting students’ abilities to bring in grant funding even without faculty support. Being able to share costs and revenue more easily across university.
○ help make degree information/requirements more clear. i didn’t get a full understanding until the last term of my freshman year.
○ Need financial aid grants and more info on that please. I’m over 30K in debt for school.
○ make it easier for international students to learn PSU expectations before arriving. better financial assistance especially emergency funds for students, especially international students.

E. If you would like us to respond to a question you have about Strategic Planning at PSU, please ask your question in the space below and provide us with your email address.

○ Operational Policy Concerning Drinking Water (pric@pdx.edu) ***see scanned attachment***
○ Student: Just let everyone know!
○ There isn’t much here on improving the university's financial condition - should have opened it up to more suggestions.
○ PSU is a leader and an example to the community as an inclusive school (university) to the community. It is the only higher education facility that includes the general public to many of its conferences, seminars, and conversations that include all of us, students and the public. I have enjoyed so many activities, that were diverse and educational. Great school!
○ Effective, transparent communication is vital, we need more of a collaborative culture. Don’t try to spin us.
○ A great concern of mine has been the decision to hire armed security to patrol campus and particularly in light of the all the national issues related to abuse of police forces.
○ As tuition at PSU and elsewhere has increased at a pace greater than inflation, faculty wages and benefits have stagnated and/or fallen whilst the growth of administration has been excessive. How about balancing the budget to decrease administration and support our faculty? (billherzberg@gmail.com)
  *including adjunct faculty.

Newsletter:
- zd@pdx.edu
- ewbz@pdx.edu
- krisp@pdx.edu
- rpb@pdx.edu
- cbf3@pdx.edu
-
Campus Climate
Strategic Ice Cream Feedback

A. What does the term campus climate mean to you?
- Relationship among community & student president/board relationship.
- how inclusive, welcoming, diverse and open (or not) the university is.
- The environment a campus provides.
- It feels sorts of segregated by different types of people and people are pretty antisocial.
- general temperature that is maintained in all the buildings and recreational space
- how comfortable all members of faculty and PSu community feel, student, staff and faculty
- At first I thought it was environment (pollution, waste reduction but now i get it could also be the atmosphere or feel of the campus.
- How the environment feels, the surroundings and level of comfort and safety
- inclusion and strong sense of place
- How students on campus/the campus mood
- Space and time to interact outside classes and work so you build community
- the emotional “hit” from being on campus an interdictory with people on campus.
- the room and building temperatures
- Environment that PSU builds
- The Climate is the environment and the feel of it
- How hot the rooms are
- the psu climate to me is cold, distant, unwelcoming
- Accessibility, diversity, student-focused, safety, open-minded, respectful, atmosphere, and access to resources for students.
- the communal campus environment
- living and learning circumstances, a social ambiance and cultural community
- the surrounding and setting, as well as how it feels going to school here
- the feeling I get walking around campus, the vibe from other students, from instructors and the feeling of classrooms
- the experience of individuals and groups.
- How I feel walking around and being in the class
- Environment of campus and how you interact with your surroundings
- attitudes around campus. How welcoming the campus is to students and non-students.
- I have no idea
- How it feels to be on campus in terms of safety, comfort and accessibility
• the overall feel, comfort, and environment
• feeling of being on campus
• How student body sees the school, how we react to moves by administration and if we trust faculty and staff with our money.
• vibe of campus and sustainability
• spirit and student involvement
• general campus environment
• General vibe on campus
• atmosphere
• Overall vibe
• General vibe
• Community
• the weather, the community
• environment and interactions
• departments working together better
• I think it refers to the ambience/atmosphere on campus and among the greater PSU and Portland community
• Helping the students feel more at home
• Helping the students feel at a safer place, relaxed, behaviors calm
• It means how do you feel when you walk around campus
• How students feel on campus; campus mood; student life
• Clean air, safety, green, recreational spaces, multicultural activities
• The atmosphere of the campus
• In an ideal sense, campus climate means feeling comfortable; positive students and faculty, well lit areas, no present/potential dangers
• The attitudes, beliefs, and culture of student and faculty of a campus
• The atmosphere of the campus, like the feel of everything
• The space we work, learn and live on, and the culture and people in it
• How people are treating/interacting with everyone around/on campus
• The spirit of the school, how its faculty, staff, and students all conduct themselves and relate to one another
• The feel of the campus
• The way people feel about the campus life in general. Relationships: students, staff, management
• How people on the campus feel about PSU
• The atmosphere and mood of the collective student body, staff, and faculty
• The social dynamic of the campus. How members of the community perceive interactions with the rest of the community
- The environment created for students to learn (in and out of the classroom) and to foster an environment of respect and access to professional development for faculty and staff
- Campus climate to means the feelings that a certain environment gives you
- The feel of campus and the environment
- The community and how will you are accepted and part of campus
- How the campus feels
- The emotional/cultural atmosphere and community at PSU
- SAFety and community resources
- Campus vibe! We spend a lot of time here. How does that feel?
- Open conversations; embrace diversity
- Not a term I’ve heard/used before. From what I just learned, it’s the overall feeling of what it’s like to be on campus
- How it feels to be here
- A better, healthier place to learn and live
- U good climate is one where people feel invited to participate in campus life
- The atmosphere in which the school exists
- The environment surrounding PSU with its students, faculty, opportunity and academics
- How students, faculty, and staff relate to the physical infrastructure of campus
- How safe the campus is
- The overall ambiance of the campus
- I think it mean’s when you walk on to the campus what do you feel and or how does it make you feel
- the atmosphere
- Campus climate is the people, places and space I immerse myself in while on campus
- How does it feel when you’re on campus atmosphere
- Relates to how we feel and are treated in our roles of the university

B. What are the strengths in the campus climate?
- Haven’t seen a whole lot besides clubs, niches, and good student-board relations.
- Connections
- Culture
- More lighting in the park blocks.
- Access to downtown, flexible class times
- Has been improving over the years. Beautiful park. Buildings are being updated. Diversity of the student body. Open to the public.
• Modern buildings, good transit access and clean.
• Diversity and general openness.
• Most teachers are great. Diversity.
• Campus location
  • Its beautiful! Its a perfect balance between university life and a city environment
• Small campus in the middle of the city
  • Its gorgeous campus
• Overall morale and educational opportunities
• The environment, what is being done to impact the environment
• Culture of university
  • Campus climate means the feeling of community and belonging
• Bring people together-community
• unknown but I’m not happy that campus cops will be armed
• Many supportive and caring teachers that are personal and down to earth.
  Students are pretty welcoming
• Student involvement
• Inclusive and diversity
  • Diversity
  • Working on coalition building among the different student groups, more space for dialogue, self care as a focus not just a product
• More trashcans and parking
• More parking and make it less expensive
• More recycling cans
• Parking is insane and impractical
• Advertising events and group activities
• Don’t arm campus police and more resources
• Urbanization and convenience of PSU
• It could be so much better-lots of potential
• Public transportation
• Diverse population-easy to fit in.
• Heated chairs, more parking, add fans in classrooms
• Great rec center and lots of opportunities for student involvement
• Professors are generally supportive and the rec center is great
• Lots of study space/sitting places
• More environmental support
• Becoming more diverse and more welcoming of people from different countries, cultures, and minorities of all types.
• Urban atmosphere, the PSU “ethos”.
• Very diverse and close community, welcoming.
The security is good and it involves the community with the farmers market and other small businesses.

engagement with community
urban downtown, growth in on-campus housing
Diversity! Friendly and accepting atmosphere
access to public transportation
activities the campus has to offer
People are respective
Many resources
feeling welcomed
enrollment
I am not here enough to say
Nice bunch of people
More advertisement, more events
Food security and access to resources
The location, Portland’s great, and the green space. Student engagement, both individually and in groups, in social justice issues
Helping the students feel more safe in their environment
That they will feel safe in their environment, everyone will be more nice
It’s clean, green
Diversity in faculty, staff, etc.; Diversity in student population; Sense of safety
Safety, greenery
Gt (?) can have a great effect on student life
Feeling safe leads to not being distracted during classes and my personal life and is extremely important to me
There is an opportunity for a community and resource sharing
Clean air corridors (sometimes), sustainability, diversity
People are super friendly; there’s always events going on
Nice employees, beautiful atmosphere around campus
People seem very free to be themselves and to be honest and sincere at all times. A welcoming attitude helps
The weather in portland is kind of windy to cool but I think the temperature inside is just warm enough to give a comfortable feeling.
There’s a lot of inclusiveness and activities
Most of the staff care about getting things done
Opportunities for creativity and innovation. Open areas on campus (eg, urban plaza and the park blocks) foster more communication and connection
Diversity as it compares to other Oregon institutions
• Beautiful campus that puts student achievement on display. I love the gardens and the smoke-free campus initiative. Preferred names and the improved name system are RAD - thank you!
• Respect for diverse population
• Diverse! Lots of different ages and cultures
• Urban setting, trees
• Excellent spaces (park blocks, plazas, new buildings), connections to urban amenities (transit)
• Encouraging diversity
• Safety, present, helpful
• Friendly faces inside and out of the buildings
• Integrated with the city; diversity of spaces
• The school feels very safe
• Friendly people, motivated students, dedicated and innovative faculty
• Openness and trees
• It has a vibrant, urban feel
• Very diverse environment; most people are open
• I think one of its strengths is that it’s a beautiful campus
• Diversity
• I love the park area and how it is generally a clean and safe environment
• the library
• Diversity
• Safety
• connection to Portland, diverse students, faculty, staff, downtown campus
• Work ethic and access to education
• Diversity
• the number of events organized by international students and for international students such as the multi cultural coffee hour
• Urban, active community
• Diverse people, plants and buildings
• Positivity, looks professional and clean. Green!
• The temperature on the lower basements could be increased
• Staff work very hard for students
• Academic focused
• being in the city is nice

C. What are the 3 things we can do to improve PSU’s campus climate?
• Talk with the students, listen to the students, have more accessible forums & events.
More diversity
Outdoor activities or meeting place garden space with seating
Students who drive can't afford to stay on campus for activities, beyond class time- not sure what solution would be.
cultural and diversity training
Cheaper parking. For information for those are commuting like what things are available for students.
Ban smoking, reduce stress, improve quality of professors,
More cultural spaces and resources, more parking and common spaces and more school events
improve 4 year graduation rates, campus wide tradition
More transparent communication, employee engagement and student/staff connection
School spirit
Help students/faculty become more sensitive/aware of people with disabilities and how they really are regular people.
Display art that reflects the cultural groups on campus.
interaction amongst departments-students should work together/collaborate on ideas/projects though they are different fields of study.
More trash can for smokers, more plug in outlets and more healthy food options. More affordable housing options.
Remove Wim; replace him with someone who can listen and not claim to be the "decider". He has created to distrust of the administration
Encourage communication between departments and students. Staff- faculty. Fix finances so people don't feel like they have to fight each other to survive
Create better smoking zones and have more rooftop spaces
incorporate ongoing primary prevention around sexual assault
don't arm the officers/listen to student concerns
Lower the president's salary
Listen to student concerns-armed police, address concerns regarding the president's salary and increase in tuition, increase sexual assault services.
More student participation
More opportunities for lower income individuals and returning students
More programs, especially with childcare. Repair and improve facilities. Dirty floors and desks, chipped paint on walls, garbage in classroom need to be addressed.
Better dialogue between students and staff.
Create stronger relationships between faculty and student engagement and create more student learning groups- get faculty involved.
- Nothing you really can do, its up to the students to set the tone on campus
- more sustainable options, Training for teachers to be more open-minded, more counselors available.
- Treat staff as valued members of the university team. When staff are valued by faculty & admin it reflects in how they treat the students. Make it clear over.
- Cultural competency trainings for faculty/staff/students. Athletics better connected with campus community. Better student networking opportunities.
- Do more community events. More diversity-based events. Community-building events.
- We really need to make sure our campus is Safe and free of sexual violence.
- Administering an annual campus climate survey via Pres. Office.
- More activities for students, better education about safety for students and better ways to inform students of events.
- Make administration reachable via email/personal communication to student body, more access to financial support, connect students to the Portland community.
- to let everyone know what it is
- Additional meeting and recreational spaces. Outdoor basketball court, concert space, PSU student run bar.
- More open space for reflection. More advertisement for student groups.
- More study spaces, computer labs, and safety.
- More school activities and promotions
- Fire Jamie Hardy, Tony Funches, wim Wiewel
- would not change anything
- Would not change anything
- Change health insurance
- Campus free and clean, the campus in general
- 1) increase affordability, decrease PSU’s cost of attendance, 2) increase student engagement on-campus and with extra-curriculars, 3) make the campus feel safer and more inclusive - maybe through articulate sexual assault policy and prevention efforts, And expanding the DRC
- Groups/clubs, therapists, all-school events
- Therapists, more events, field trips?
- No smoking on campus or have smoking spot reinforced, more trash cans
- Not much, it should be up to the student population as a whole for what they want
- 1) awareness about the nature, 2) encourage students to participate in nature activities, 3) teach younger students about plantation
- Pedestrian friendly schemes
More lighting (preferably a renewable source) and I never see campus security, so add more (NON-armed)

1) more representation for voices of students of color, 2) more sensitivity and support to students that have family or financial challenges, 3) more student involvement and department/school cohesion on large campus decisions (e.g. arming police on campus, tuition increase)

Enforce clean air corridor, school spirit, pedestrian safety

Improving pedestrian safety (drivers are mean sometimes), we need more school spirit, safety in general

Lower tuition, better communication with what’s going on around campus, increase $ for staff (a raise!)

1) more organization for faculty/staff; centralize things!; 2) more information for students; 3) a better front page for the university’s website - make an impression!

More student voice, lower tuition, more outside concerts/events/get-togethers

Stop the double standard (classified vs. management), retain employees, treat employees like real people

1) managers should use positive management methods - not threats, intimidation, and favoritism; 2) focus on solutions using creative idea to do things on the cheap - use students for some work as a part of curriculum (to help with finance); 3) focus on our main goal - serving students

1) build a stronger community… I know a lot of students find it difficult to connect and get involved because this is a commuter school and not a traditional campus; 2) Increase pay for staff and faculty… happier employees lead to happier students

Strengthen campus-wide dialogue, open up administration meetings for longer public comment from students, enhance the role of faculty in campus discussions and mission statements

Clean, honest, un-spun communications, a focus on creating an atmosphere of respect and trust

More gender-neutral bathrooms PLEASE! Start in the library; busy and intimidating.

Put more resources behind the “respect for diverse populations”, enhance ways for off-campus students to feel stronger affinity with campus

More accessibility to programs. As a commuter, transit is a big issue in participating. More safety measures; larger campus security presence. Cleaning the buildings and classrooms! Some rooms show lots of dirt on the walls and need attention

Embrace student activism; student debt is a community health issue; better (more interesting) architecture; outdoor classrooms, better lighting
- Better bicycle infrastructure; more student designed spaces/places
- Stop falsely claiming that we’re transparent; let there be more competition in food services - aramark controls too much; eliminate OR provide oversight for that stupid university-owned hotel!
- Lighting
- Sky-bridges; more advertised opportunities; financial ease
- More student study spaces, more useable outdoor space, new student union
- More campus police, more student safe zones, more hourly parking
- Improve old buildings; help to assure PSU is safe for students and staff; renovate SMSU to add study space
- Help people to be open to new ideas - there is much bureaucracy and staff/admins who stay in the “box” of ideas and procedures
- More smoke free areas, have more student orientation events, and update facilities
- Making places more welcoming, more plants, and more accessibility.
- Outdated science rooms, clean lunchrooms, and add comfy chairs on the silent floors of the library.

D. Please list any other ideas or feedback for this Topic Team in the space provided below.
- I stand by events like think being a great way to draw people in.
- Students want to learn how to work with big institutions
- No idea
- Create a student experience committee that conducts customer based surveys that evaluate their experiences and viewpoints.
- Easier understanding for class registering
- growing school spirit (students to be proud)
- Psu is a commuter school with terrible buildings, It’s impersonal and ugly, I am ashamed to go school here but its the only option in Portland that I can afford
- I think what you are doing is important
- Is it possible for you to change the health insurance from aetna to United healthCare?
- Thanks for the free ice cream
- always want more services during the evening hours
- Make campus safety module mandatory though registration around sexual assault to change social norms
- Have more avenues available for student leadership/sharing concerns to increase level/feeling of safety
• Academic directors/Admin needs to set the tone for student expectations and quality of work. I feel that the quality of work among my cohort is lacking and there is lack of accountability
• Making efforts to include student of color voice is appreciated
• Parking
• Better discount for public transportation
• Id like to see more visibility
• Funding for international students in crisis situations (as with Nepal, helping to aid those students via funding and support)
• It feels like each department is out for themselves and as a stand alone unit instead of everyone working towards one goal as being PSU
• Have more events with ice cream / other yummy foods. Have a sign with a basic definition of “campus climate” and saying what your committee’s doing at future events
• Some of the degree programs are better than others which make some students feel more worthy than others focus on making each desire strong.
• Please don’t arm security, it’s entirely not needed
• More online options for students who may have valuable feedback, but experience barriers to physically attending focus groups or events such as this
• Treating employees with respect will go a long way
• Greater focus on social events in the park blocks. Something new every day
• Focus on student LEARNING and GROWTH, not just students as percentages
• Broader range of times and themes for on-campus activities. Also, ENFORCING NON-SMOKING AREAS!!!
• Nurture innovative programs like Chiron Studies
• More Tai Chi!
• Stop making people take D2I training on how to behave- you need to demonstrate behavior in order to change a climate
• More colors
• Cultivate relationship with students that will allow student more fluid success.
• campus master plan is needed
• PSU is a great school
• PSU, does, I think, a good job of being a partner with the city of Portland
• More Trash cans
• Campus climate is a weird name to call it. At first I thought it was going to be climate change
E. If you would like us to respond to a question you have about Strategic Planning at PSU, please ask your question in the space below and provide us with your email address.

- pric@pdx.edu - I’m interested in Operational Strategies Planning for drinking water and I’d love to connect with someone
- troncos@pdx.edu - What is campus climate? (answered by Kari)
- emc4@pdx.edu - How are you engaging with and including current campus efforts to improve campus climate, in your strategic planning?
- mogoriosh@gmail.com - What’s your plan for how this will affect others?
- mlw4@pdx.edu - Are there any plans to strengthen our renewable sources for providing energy on campus?
- janese@pdx.edu - I’m sure I’ll think of something! Thank you!
- t_gangeely@pdx.edu - Is it possible for you to change the health insurance from Aetna to United Healthcare?

(Emails listed without questions)

- ryanroach8@gmail.com
- kahei@pdx.edu
- ewb2@pdx.edu
- sumore@pdx.edu
- kaishale@pdx.edu
- cuttoly@pdx.edu
- erica24@pdx.edu
- mcs7@pdx.edu
- dnix@pdx.edu
- cfiemann@hotmail.com
- brandoh@pdx.edu
- vishak2@pdx.edu
- bhargar@pdx.edu
- sweeney1@pdx.edu
- emmalynafox@gmail.com

(Questions listed without emails)

- How do you plan to incorporate ongoing primary prevention around sexual violence?
- Can you make the can campus safety module mandatory before registration
Faculty Roles and Structure

*Strategic Ice Cream Feedback*

A. What ideas do you have for growing trust and collective spirit among faculty and between faculty and administration?

- transparency. do not reduce tenure lines
- communication of requirements. university studies goals more clearly defined for transfer students.
- communication - don’t say “why don’t you know this already” [provost] or “it’s on the website” [our website is terrible] - talk to us.
- job security, respect for the faculty members. good communication between faculty and administration about funding and providing good resources for the classroom.
- don’t forget us so much at bargaining. respect our contributions, ideas re: governance.
- the school should make a greater effort of providing faculty with “tenure” positions - there are far too many “adjunct” professors; this is not good for students because relationships are severed prematurely.
- higher transparency, higher communication
- further transparency in communication from the upper administration. stronger connections between fixed term, adjunct, tenure and academic professionals (they have strengthened in the past two years but they could be stronger)
- president and provost have interactions with faculty but there’s much less communication with other administrators.
- deans should start soliciting faculty input before making important decisions (mine doesn’t)
- stop blaming tuition increases and budget cuts on the faculty. offer reasonable salaries to everyone at PSU and PERS! livable wages to those at the bottom and stop the exorbitant salaries at the top.
- clarity and good faith communication. for example, the PSU email on Friday afternoon (April 24th) hiding the ULP memo was an example of the type of communication that feeds mistrust - especially since the original email deemed an unfair labor practice was not hidden behind an obscure title and link. Also, FADM powerpoints and general budget discussion that imply and even clearly state that all things bad are because raises were too high last year is unhelpful.
- opportunities for open and transparent communication and dialog
- bargain positively
• collaborations on all levels - undergrad, grad, faculty and admin. also between school and departments.
• better communication! react to/reply to emails faster.
• more opportunities for joint communication/collaboration e.g. faculty liaisons in student affairs, EMSA liaison in OAA.
• more all staff events such as meat and greet socials, etc.
• be honest
• more frequent collaboration with faculty and students
• more casual meetings, like happy hours
• more ice cream. workload discussions
• have more administrative staff take an active role in the classes and day to day campus life.
• the OAI events are great. include adjunct in overall university events and dept meetings.
• mixers for faculty and admins like 2nd Thursdays
• better (and more open) financial transparency
• more all faculty/staff events where each area can share the successes we have
• I think PSU is a great school for the community
• A PSU theme song
• treat faculty better, reduce absurd administrative spending
• transparency in decision-making process. more social events that are informal to make people talk with each other
• administration interaction within departments and students to create an “approachable” admin
• more networking opportunities. faculty, staff, administrators need to view each other with respect. I hate it when faculty down at staff or when tenured faculty look down their nose at adjuncts. All parties need to work together collaboratively.
• treating them like human beings and offering reasonable benefits. transparency of budget and timely notifications.

B. What ideas (other than compensation) do you have for increasing job satisfaction among faculty at PSU?
• more ice cream. reduce class size. parking.
• increase availability for office hours
• better family leave policy (maternity esp) - for TT faculty. path to TT for NTT’s in humanity.
• controlling class size. providing resources for learning, ability to communicate with students.
● opening up pathways for tenure and value for teaching
● more retreats, better benefits, union representation.
● free Rec center access, free parking, no cap vacation leave balance for AP, higher tuition remission
● a better assessment of teaching loads (including # of students) and work responsibilities. many people have too much on their plate. more equitable pay and job security.
● more recognitions (ie, awards) for adjuncts etc. and more stability and transparency of course assignment for adjuncts.
● allow more time for research (hire fixed term to teach so tenured faculty can do research)
● look at faculty and staff workloads which are often high. train directors/deans etc. to be good people managers.
● foster respect. not spin.
● freedom to reach courses they are most interested in, design topics themselves. keep professors that are excellent, recognize or reward them in some way.
● release time for special projects and research for all levels of faculty
● adopt the revisions of article 18
● job security - especially in the sciences. most jobs are only there until grant runs out.
● more involvement at decision making / leadership level
● Free parking for all staff. getting downtown and parking can be a barrier financially.
● more recognition of excellence
● better payroll system
● less responsibility, many are overloaded
● acknowledgement, encouragement appreciation, recognition of and for importance of faculty involvement on campus (committees, teaching, advising, etc)
● lower prez salary. transparency with board.
● give the teachers a larger role the classes offered and class structure
● dedicate one PSU communications employee to promote one faculty member's story (including adjuncts) per week.
● real understanding of where the money goes
● recognition of more adjunct faculty members
● increasing availability and stability of work for adjunct professors.
● PSU is doing better than OSU
● Free gym membership and meal plans
• stop violating labor law by threatening to cut email access during strikes, cut Wiewel's pay.
• benefits for flexible management of work/life/family. better shared governance
• more tenured positions and opportunity for involvement in campus decisions and culture
• less student per section, more help with office hours and grading

C. What other ideas or input do you wish to communicate to the Faculty Roles and Structure Topic Team?
• are new TT faculty going to /going to be able to step up to do collective governance - pressure on res(?) production is taking folks away from “the job” - do they know how to be colleagues/leaders/daily “doers” in departments, college, university level.
• providing clarification to students that have questions.
• as you rely on teaching: value it with job stability and shared governance - not just for research tenured faculty.
• more attention to AP positions
• i think we need an ongoing conversation about work equity. there are major differences out there.
• how are faculty evaluations used? some professors are excellent. others consistently get poor feedback. Are these used in some way?
• a secure faculty is a productive faculty.
• it isn’t a competition. we are here to collaborate, share ideas, and grow
• it would be great to have a better communication network among faculty (faculty partners/dept admin) to communicate important student info.
• to increase diversity among staff, all staff retreats.
• acknowledgement of adjuncts in governance
• promote student involvement in identifying roles
• adopt article 18. consider percentages around # of adjuncts.
• students love to see faculty at events (outside classroom). encourage them to come more often.
• pay the president less ($500K is too much for PSU finances)
• I think it would be helpful to have a clear definition of who the faculty are.
• A clubhouse, for all students, and a free restaurant
• multifaceted and multi varied responses according to pay structure, maturation(?), adjunct-tenor.
• fire Wim Wiewel. it couldn’t hurt
• faculty need to be compensated for doing important things like advising and mentoring. more emphasis / importance on community engagement products
I feel there is a group of senior faculty “the old guard” who are very elitist, defensive, not very open minded. They need to get over their ego. I’m impressed by a lot of the newer faculty who have energy, creativity and ideas. I hate seeing them “being put in their place or shut out” by senior faculty.

more faculty! more full time faculty, not adjuncts. balance of research, teaching and community research.

**D. Please list any other ideas or feedback for this Topic Team in the space provided below.**

- better communication between students and faculty making it easier to get letters of recommendation for students.
- P.D. support - need more for support of teaching/area of expertise.
  
  (ikk@pdx.edu)

- if a unit is offering many courses to provide teaching assignments for their faculty and they’re having low enrollment, consider lowering the teaching load - greater efficiency - frees up research time, etc.

- would like increased faculty/student interaction - e.g. improved advising within academic programs.

- create more events for all PSU staff to be able to meet each other!
  
  (sharice@pdx.edu)

- bigger campus, fun activities, more restaurants

- adjunct professors’ classes should not be subjected to windowless rooms and basements

- to improve faculty roles, I believe they need to improve the course work they require students to complete. many assignments serve no benefits to my overall career goals and I would much rather utilize my time in a way that helps me gain experience in the real world.

- service learning and experiential learning put into tenure and promotion at PSU (student)

**E. If you would like us to respond to a question you have about Strategic Planning at PSU. please ask your question in the space below and provide us with your email address.**

- higher international / global education

- staff, especially those in student affairs who have been students (particularly at grad level) can be great partners in building strong partnerships (jcole@pdx.edu)

- how can graduate students get involved? (lof2@pdx.edu)

(Emails listed without questions)
- jkk@pdx.edu
- ericks@pdx.edu (?)
- bjanssen@pdx.edu
Global Excellence

Strategic Ice Cream Feedback

A. What can PSU do to enhance your internationally focused or globally relevant research, scholarly or creative agenda and/or your international collaborations and partnerships?

- Study abroad programs in Africa
- continue to support its indigenous nations study program. the indigenous perspective should be more relevant to any research/teaching!
- scholarships for students doing research
- give more attention/raise awareness about the breadth and depth of international programming we’ve currently got going. tell our story better. assess what we’re currently doing instead of just doing more, more, more. more is good;/ but current programs and relationships need to be shored up first. We need to track what we’re currently doing. a lot goes on on this campus that many don’t know about.
- conferences would be held in Japan
- team up international students with local ones
- integrate said topics into UNST curriculum
- PSU has a rich diversity of international students who actually LIVE in Oregon but don’t have legal status in Oregon/US. These students should be advocated for more
- more travel money for international conferences and “fact finding” or set up trips for research collabos (FAC)
- more conversation as students can feel
- better outreach to undergraduates to inform them of education abroad - also financial support options
- make study abroad more obvious and easy to access. encourage interaction with other cultures in an academic setting.
- better professional development funding is required
- more accessible knowledge/information about study abroad. Also you can put a bigger emphasis on global activities within classes (business is lacking in this area)
- provide more financial and logistical support for student international travel and research opportunities abroad
- most courses i’ve taken haven’t had a strong international focus
- more academic experiences and talks at high school
- give more free ice cream
● PSU can offer various global researches to student by showing them to public space
● more outreach to students about the opportunities to get involved. I feel that a lot of students are not aware of opportunities such as globally research programs.
● PSU does a great job by bringing in a diverse population
● find a way to offer study abroad opportunities for faculty in-load!! and, or offer funding for programs.
● expand anthropology classes to cover a more global and current view in a more positive aspect
● presentations/classes about the topic
● prioritize the MOU agreements with international institutions - creating opportunities for study abroad trips, visiting international faculty, and recruiting new students to our programs.
● create more partnerships with employees in other countries to give students an opportunity to work in their home country.
● by integrating more global works, initiatives, and opinions into class topics, papers and research projects.
● connect me with students in other countries of the same degree

B. What is missing from your PSU experience that would enhance your ability to engage with the world as a global citizen?

● opportunities to interact more pointedly around culture exchange and outvolving(?).
● Knowing where the cultural centers are located
● as an exchange student from Germany, I was surprised by how little I heard about opportunities for my fellow US American students to study abroad. But maybe that also just went over my head.
● two or three guest lecturers from people in the industry
● I do this already personally through my work at PSU
● if you will give us to gather beyond the sections.
● more international and communication classes
● an investigation of our own bias within the classes
● I am a poor single parent (paying out of pocket). Access to services I pay for should be more accessible to me. I am very stressed having to work full time and go to school - SHAC and other student services should have better hours (later)
● not many international students in our program who bring lot of perspectives to class
● to allow them to travel to learn more overseas
- I think we should explore more options for faculty exchange with sister institutions
- sister schools? FRINQ/SINQ should interact with others
- Do we want “global excellence” (whatever that is and whatever it costs?) or do we wish
- just more information about global affairs within each department
- I tried three times to go on a study abroad trip and never felt supported by the faculty or staff in my efforts and ultimately was not successful.
- language practice groups, foreign language tutoring
- PSU MURP needs to meet international accreditation goal through looking at core curriculum components
- that I haven’t graduated it
- give more free ice cream
- need more outdoor activities (more connection through)
- interaction with students with various majors
- opportunities to expand abroad
- more cross cultural events
- engage with different types of folks
- not enough funding/scholarships for study abroad programs or required international trips for specific programs.
- more funding for study abroad
- scholarships for studying abroad - attainable for “regular/every day” students. would be welcome and helpful. we could do volunteer/service work to “earn” the money.
- An ability to choose to find works from around the world to base work off of.
- world class facilities
- I don’t think we are doing enough to include the voices of international students into EMSA staff/leadership conversations or the classroom. There is a lot of ignorance at PSU about international students, their cultures and barriers they face here in the US and at PSU. As faculty/staff, I see a lot of ignorance about x-cultural communication. There is not adequate mentoring support for students from the Middle East.

C. From a global perspective, what opportunities do you see as the most promising for PSU?
- language and culture exchange can happen right on campus - this can be facilitated in a more authentic, ongoing way (not just cultural events once a year).
- funding for vietnam graduate programs
• i engaged mostly in the CUPA’s activities and courses. it seems to me that Portland State can share a lot about community engagement. My university at home does much less to connect its classes to it’s community
• quality education leads to good mental ? for achieving goals
• We need to take advantage of opportunities better. we need to position/structure ourselves/our programs/our bureaucracy better to be able to adapt to opportunities. sometimes (very often) international opportunities present themselves when we least expect it. we need to be ready to asses these opportunities in a prompt fashion and move on them in timely and effective manner.
• output many kinds of research results
• hiring international students to bring more international students
• study abroad and language class
• PSU is doing a good of trying to promote diversity
• sustainable urban development - global/not “them” learning from PDX but mutual learning and innovation. transnational approaches - connection from other nations through immigrants/migrants flows back and forth.
• civil engineering could be applied across the world
• to develop global citizens? If the latter is our goal, better efforts need to be made to approach international students as a cultural resource than than a…
• engaging with international companies to provide students internships and jobs especially for our international students.
• There seems to be a lot of international students studying here which is a huge benefit
• attracting international students
• aid for internships abroad seems to exist
• a brighter future, more opportunities, etc.
• mexico
• diversity international students from many countries. fresh environment.
• having students from all over the world and having opportunity for networking and interaction
• global manufacturing standards
• a diverse global culture
• celebrating our diverse community on a bigger scale
• the uniqueness of our city, its safety and impressive industry strengths in this region that are appealing for international students which improves overall campus diversity.
• reputation of Portland in international community
• connecting with international students as well as internationally-focused studies are excellent opportunities to broaden our perspective and increase awareness about world issues. this can help effect change for justice.
• PSU is so diverse and has a community that can give input from all different perspectives
• foreign exchange program

D. Please list any other ideas or feedback for this Topic Team in the space provided below.
• we need more educational programs or student exchange or international students from african countries
• stay focused on providing quality teaching/research, not quantitative success
• engage the community activities
• help international students find jobs in Portland
• more consistent consultation with students
• feels like “global” has been inconsistently supported/promoted at PSU - hard to sustain without continual effort. Do we pick regions to connect with strategically?
• make the idea of global excellence more present in the school experience
• financial resource. more scholarships for Oregon students to study abroad would be great. IN the PSU curriculum, an understanding of teh role of learning
• Opportunities for poorer students to study abroad
• the anthropology department could use a financial stimulus
• I wish I knew more about what there was to offer
• give free shirts
• create a workshop to connect more students with multiple students specifically
• this event is a great idea
• cluster other events to provide an insight into other cultures other than an asian based one
• student partner requirements that encourage PSU students to be engaging directly with students in other countries. more international-based jobs and internships
• to create more global classrooms, we need more students/faculty from Europe and Africa and South America, we already have so many from Asia
• Strength: SALP has greater diversity of student leaders than the overall PSU demographic
• doing focused days where we can explore other cultures from foods, clothing, economics etc.
• international trip for seniors
• PSU does not do a good job supporting study abroad - it is nearly invisible on this campus. I would like to see our students going on these programs, as well as “alternative spring break” programs to serve and be exposed to communities in need - here in the US and abroad. Michigan State has a strong program.
• our research and teaching must have global reach

E. If you would like us to respond to a question you have about Strategic Planning at PSU, please ask your question in the space below and provide us with your email address.

• second (third, etc.) language groups and cultures as a way to prepare our students for the 21st century
• what are the requirements to get in? And what kind of art classes do you guys have? hewenttojerry@gmail.com
• can I take part in this event? (tranthon@pdx.edu, thonganhtan2012@gmail.com)
• how does PSU recruit abroad? braynerd@pdx.edu
• how can I be a part of the strategic planning team at PSU? (lcorene@pdx.edu)
-answered, KSP

(Emails listed without questions)
• LKBates@pdx.edu