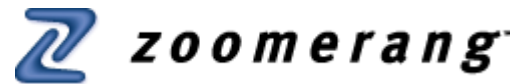


# H&FS Kickoff Meeting

## Results Overview: Question 1



Date: 11/8/2007 7:30 AM PST  
 Responses: Completes  
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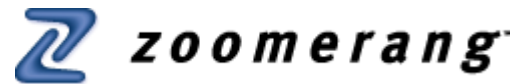
On Tuesday, October 2, the first of several staff convocations was held with divisional leadership to introduce and kickoff the new strategic planning process for Housing & Food Services. Please give us your feedback on the kickoff meeting. All responses will remain confidential.

1. Please rate your level of agreement or disagreement with the following statements.

Top number is the count of respondents selecting the option. Bottom % is percent of the total respondents selecting the option.	Strongly disagree	2	Neutral	4	Strongly agree
I knew of the kickoff meeting in advance of its occurrence.	3 4%	0 0%	1 1%	1 1%	67 93%
I had a clear understanding of what would be discussed.	3 4%	3 4%	6 8%	21 29%	39 54%
The discussion on the West Coast trip was beneficial.	2 3%	8 11%	11 15%	37 51%	14 19%
The discussion on the strategic planning process was beneficial.	2 3%	2 3%	3 4%	16 22%	49 68%
The initial discussion on developing a new vision for H&FS was beneficial.	2 3%	1 1%	2 3%	13 19%	52 74%
I would have felt comfortable asking a question or raising a point during the meeting.	2 3%	6 8%	9 12%	23 32%	32 44%
The staff members conducting the meeting were responsive to the questions and comments raised.	0 0%	3 4%	6 8%	15 21%	48 67%

## H&FS Kickoff Meeting

### Results Overview: Question 2



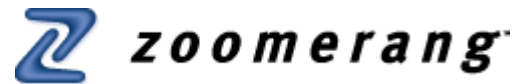
Date: 11/8/2007 7:31 AM PST  
 Responses: Completes  
 Filter: No filter applied

2. Please share your suggestions for how we could make future sessions more beneficial.	
#	Response
1	There seemed to be a lot of confusion as to who was invited to attend the meeting. I understand the need to draw the line somewhere, but I heard of several people who felt excluded because they weren't invited, when their counterparts in similar jobs and levels were.
2	I enjoyed seeing everyone together in one room for a group discussion. I think the division has a great deal of potential when it works together and uses the strengths of each of its sub-sections. Future sessions may be more beneficial by having smaller work groups formed, or doing some team-building exercises to help break down barriers and allow people to network better.
3	Continue to invite all to meetings like this. Push the vision and mission piece. Keep doing what you are doing.
4	I believe that this was an excellent beginning. I do feel though more could be accomplished in smaller groups dealing with issues directly effecting the areas being discussed and having sufficient representatives from those areas. Areas of Construction, Maintenance, and Interior Design, Auxilliary Service, Dining Services, Housing each having their management represented by those involved. I also believe Dining Services often gets left out because it is in constant service and does not have the freedom to meet. Assistant Dining Service Managers should have been included as easily as Assistant Building Managers were.
5	Slide show presentation seemed a lil dull. Hard to see photos taken on the trip.
6	I would like to have seen the other APSA supervisors in there from the food services and other areas.
7	Send out agenda's so we can think of the topic's to be discussed before the meeting
8	It would have been good if the people that went on the West Coast trip were introduced as many of us did not know who some of them were. Also...the reason for the trip? The West Coast Part seemed very unorganized.
9	Healthier food selections :) Looking forward to the change and advancement of the division.
10	Continue open disucssions with Vennie
11	This was great as an opener. Providing specifics as we go is what's needed to help us all grasp the direction we're headed and ward off rumors.
12	possibly have people submit questions ahead of time
13	I thought it was great for a Kick Off. With such large numbers there was not much else you could do.
14	If powerpoints are used have access or printouts available so leader can take back to staff unable to attend and convey the message easier/better.
15	I really appreciate the effort being made to include so many individuals from all the departments within the division. This is unprecedented, and most appreciated.
16	It was a good presentation... simple, direct and easy to understand.
17	I thought what was done was great. I think that it would have been nice if the residence hall Assistant Managers would have been invited. I think if we had the time to break off into smaller groups you would have the opportunity for more input. I think a lot of people are hesitant to talk in front of that large of a group. Although I do not want to diminish what was done because the meeing was great.
18	More of these types of meetings to keep all moving forward
19	I have noticed in the past that when we have large group sessions there appears to be fewer questions/comments from the audience. Smaller groups tend to generate more discussion and group particiaption. That being said, I know it is important for everyone to get together as a large group for a variety of reasons. In the future it may be helpful to have a more detailed agenda, and/or a list of talking points, prior to the group session as an aid to facilitate conversation.

20	Bigger room, more seating, handouts
21	Introductions of the speakers and what they do would be beneficial for us that are not lifers in the division.
22	Address the high and low aggregate scores to this survey as well as comments.
23	An email of the information we received would be helpful, (handouts, power point etc) so we could easily share the information with our staff after the meeting without recreating the data from our notes.
24	The session was beneficial and comfortable which was conducive to asking questions to provide clarity.
25	Appreciate the opportunity to hear the thoughts behind the values and the vision from the top and not through a line of emails/memos. Good start! And knowing that the staff is being involved is wonderful!

## H&FS Kickoff Meeting

### Results Overview: Question 3



Date: 11/8/2007 7:31 AM PST  
 Responses: Completes  
 Filter: No filter applied

3. Is there anything else you'd like to tell us?	
#	Response
1	I look forward to the process and plan to get involved. Continue to let us know what we can do to contribute to the cause, and continue doing things that brings the division together.
2	Very inspiring!
3	We are going in a good direction. Keep up the momentum.
4	Loved the video intros to each discussion. Loved the straight talk and clarity of each discussion and answer. Looking forward to the town meetings!
5	I left the meeting with a positive attitude and hope for the future of HF&S.
6	I am very excited. I believe for once we have leadership that not only believes, but has practiced and demonstrated what he believes. I have seen things accomplished in weeks that would have taken months, let alone years in prior leadership. I also believe that we have a long way to go, but am up for the challenge. We have been behind the times for way to long and when we started taking baby steps ten years ago, no one realized that the speed of technology, evolution, design, dining experiences and desires of our students/customers was already at the speed of ethernet. "Change" is a must, even if it is one of the most feared actions. Congratulations to a great beginning!
7	Very nice to be included in the process. Good to know what is expected of our division and how we all will be involved in one way or another.
8	The trips out west really focused on housing and dining. What about student activites or meeting spaces?
9	Great to hear we are moving a head.Great to hear a positive approach to creating a new vision we all will understand.
10	EXCELLENT !!
11	Speaking for myself, the actions of many staff members will tell the tale. A number of individuals who were told "We are not going back" have never been out of their comfort zone during the past fifteen - twenty years. You cannot go back if you have never been anywhere else. So, with that, in time the tale will be told. Currently, this cultural change is still about who is in "control" and who is making the "decisions" in the minds of many. They are not seeing that the shift occurring is what needs to happen in order to meet the needs of our residents over the next twenty years.
12	I am encouraged by the new direction we are seeking to travel. The committment on behalf of all team members is vital.
13	I appreciated the fact that everyone was there. It seemed in the past that we would split up in 2 groups/2 sessions, and some would miss what was said at the other session..and not get the input they may have needed to hear. thanks
14	we are off to a great start ....thank you
15	I'm on the BUS!!!!
16	The meeting had a good vibe.
17	Need to have more celebrate success news in the division like a weekly update report ie concessions sales were oup at football, kellogg hosted x conference, UAB had x number of people at event + next week this is what's up.  keep it short but a weekly listserv item like this can keep people pumped up and motivated through the hills and valleys.
18	I feel the new leadership seems to be looking and innovative ways to change the way H&FS does business, which is important for us to be successful in the future.
19	The more communication we have on this process, the better it will be for all!
20	I feel re-energized and excited about the possibilities of what H&FS can become, and feel I can contribute to our future.
	I appreciate the information and it is exciting to be involved in change.

21	You should do a presentation for the full time and student employees! I feel that the student employees should now the direction that we are headed
22	THANKS! The meetings, opportunity for feedback, the energy, this is cool, REAL COOL!
23	It has been nice to see how Vennie has given life to our Division. Staff have been very receptive to the idea of our "Probable Future". They have expressed that they are excited and proud to be a part of the discussions regarding our goals/values/vision. They feel as though they will finally be heard and their input will be valued.
24	If my input would be of help to the process, I would like to volunteer. Noreen Marriott Breslin Center
25	I am impressed with the forward thinking and would like to be involved, but there is a direct conflict in time committment for a lot of us wanting to help.