See yourself in SEM Analysis

Summary Points:
• 197 paper surveys were circulated and 73 were returned completed = 37% completion rate

Most popular Qualitative answers

What did you gain or value from today’s event?
• Gained insight into what other units are doing, priorities, successes, improvements (x22)
• Basic understanding of SEM, its history and future aims, and how our department fits in (x20)
• Discussion of U of M objectives, commitment to enrollment of student retention, the needs and future goals (x7)

What did you enjoy about today’s event?
• Departmental breakout sessions (x18)
• Insight into what other units and departments are doing, plans for the future (x10)
• Gathering all Student Affairs staff together, team building, discussions of needs and ideas to support SEM, networking (x9)

Do you have any suggestions for a follow-up to this event, or future events?
• Follow up with staff re: summarization of the day, voting and the main areas of unity re: Annual or periodic updates on metrics of SEM, inter-departmental debriefing/planning, town hall event to provide staff with progress (x7)
• Follow up event that builds off previous session, to re-engage staff, discuss successes/barriers to meeting the targets set by our units, and to show “results” of exercises re: what 3 initiatives were the “winners” or had the most votes? With follow up event in 6 months – 1 year (x6)
• More time to learn from and about what other units/departments are doing, more success stories re: more events to create dialogue between departments in Enrollment Services, throughout faculties, networking (x5)

Additional comments or suggestions?
• Very well organized, worthwhile and productive, with inclusive conversation (x12)
• Better/more nutritious food re: Outstanding workplace should supply outstanding food re: refer to guide for luncheons and banquets (x11)
  o Most food/beverages ran out, e.g. vegetarian option, tea
  o Should have had snacks/refreshments first thing in morning
  o Sandwiches, soups, salads instead of burgers and hotdogs, and more vegetarian options (x3)
  o Lunch should not have been mandatory (x2)
• Day was long re: half day event(s) (x3)
### See yourself in SEM survey analysis - Actual Numbers

<table>
<thead>
<tr>
<th></th>
<th>Quality and value of information presented in the morning</th>
<th>Applicability to my personal or professional development</th>
<th>Value of dialogue with colleagues in the afternoon</th>
<th>Event format: combination of presentation and department breakouts</th>
<th>Overall value of the See Yourself in SEM event</th>
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See yourself in SEM – Student Affairs PD Day November 29 2012
See yourself in SEM survey analysis - Percentages

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<th>Quality and value of information presented in the morning</th>
<th>Applicability to my personal or professional development</th>
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<th>Event format: combination of presentation and department breakouts</th>
<th>Overall value of the See Yourself in SEM event</th>
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What did you gain or value from today’s event?

- Learned about the importance of SEM to the U of M as a whole, the big picture (x5)
- Susan’s presentation was very informative (x5)
- Great start to interdepartmental dialogue, “community” development, meeting new people (x5)
- Valuable to know that Student Affairs is moving towards the SEM model, but would have been nice to learn in the morning session whether or not Admin is also adopting this model
- Ideas for our (and other) units contribution to SEM and how we can support (x4)
- That we (Student Affairs) are all starting to work in sync as a cohesive unit (x2)
- Excellent team building, communication, interaction and connection between people (x4)
- Learned more about different programs and supports offered, resources and services offered to students (x4)
- Knowing the overall goal of strategic enrollment management plan (x3)
- Appreciation of size of Student Affairs
- Validation of our methods of working with students
- Learned that many of us are frustrated with the lack of space and staff
- Learned that U of M provides a lot of assistance to more marginalized students but we may need to start addressing a silent majority (of student population) more

What did you enjoy about today’s event?

- Enjoyed the opportunity to connect and discuss issues with coworkers and meet fellow Student Affairs colleagues (x6)
- Presentation by the units and learning about previously unknown or new initiatives and programs (x4)
- Morning speakers (x4)
- Afternoon discussions with own department, group session (with own unit), in general because the dialogue was more concrete (x4)
- Diversity of presentations from different departments (x3)
- Learning about SEM, overview (x2)
- Lunch (x2)
- The conference style was engaging, enjoyed the format (x2)
- Liked the SEM topic and sense of purpose, opportunity to be heard and be innovative (x2)
- Appreciated how organized the day was re) different discussion groups (x2)
- Inclusion of examples where units collaborated to provided services to students and faculties, success stories (x2)
- Brainstorming (x2)
• Enjoyed when Susan gave us the “big picture”
• Putting the puzzle together
• Enjoyed the full day event as it meant that we could concentrate fully on the experience
• Found the PD event based on U of M’s strategic priorities explained as both imperative and valuable. Worthwhile event
• Presentations after the “break away” session
• Proud of the great things happening at U of M
• Liked the poster/sticker activity, which was well planned
• The presidents opening remarks about how we treat each other
• Enjoyed updates from different department re: U1, ALC, Recruitment, Mental Health Committee

Do you have any suggestions for a follow-up to this event, or future events?

• Another similar conference style event (x2)
  o But only half day re: morning (x3)
  o On a different topic re: mental health, dealing with difficult situational behaviours + training like what was offered for STATIS members (x2)
  o Breakouts could be concurrent sessions that the staff choose which they want to attend re: attend at different times to alleviate pressure for busy staff (x2)
  o Smaller groups (5 or less) within departments to foster communication
• Healthier lunch options re: food was quite an embarrassment to U of M as we are trying to promote health and wellness ex. Hotdogs, hamburgers and coleslaw do not support this priority (x3)
• No one wanted to play games during lunch so maybe eliminate this element re: opportunity during the morning to meet other departments through engaging activities and have lunch free (x2)
• Breakout sessions and lunches with own units re: morning breakouts (x2)
• Discussion about how we can collaborate in Student Affairs, work together to overcome challenges to SEM goals and drive innovative programming
• Less emphasis on forcing departments to mingle through the lunchtime
• Implementation of ideas… how will we do that?
• Student Affairs plan/vision for next 10 years
• PD events based on strategic priorities of U of M are imperative, valued and worthwhile
• A copy of Susan G.’s power point presentation would be nice to have for review
• Vegetarian meal needs to be marked
• Increase balance in exploring challenges as well as benefits to goals, ideas and directions to help inform approach and planning
• Support for students with mental health issues and ways our units can work collaboratively with these students
• Assess unaddressed needs of current students, not just future students
• Keep up the good work
Additional comments or suggestions?

- Timeline and availability of resources? Implementation of feedback? (x2)
- Good idea to mix up the lunch tables re: this should happen more frequently, with new people each time (x2)
- More events like this re: Mental Health PD day (x2)
- Missed opportunity to discuss problems/struggles of SEM, concerns, and to have them heard by managers and Susan (rather than just what we do well) (x2)
- Different departments (that often normally operate autonomously) are able to talk about what works and what does not, which is a great learning opportunity
- Women’s washroom on 2nd floor was closed for cleaning
- Stretch breaks led by Active Living people
- We should not on focus on what we do with the students while they are here, but also look at where they have come from and what they are bringing with them
- Fewer games and more of a networking focus to better facilitate learning about each others positions/units
- First session was a bit dry
- Not confident that a debrief will happen in all departments (and it should)
- Open this type of event to other units
- As s staff member who does not work directly with students (who supports other staff), this event did not seem directly relevant to me. I found it difficult to participate in the afternoon sessions
- Focus on specific “target” numbers needs to be approached in a way that avoids alienating our domestic students that fall outside of “under-represented” populations re: is recruiting by specific entities (ex. ICM), perceived as “aggressive for-profit recruitment,” going to bring the right balance of academic students when there is competition for a target number of seats?
- There needs to be continual updates provided about the progress of the development of SEM
- Conference style event that allows staff to pick which topics they attend
- Wellness days are better for the R.O.
- The breakout sessions were quite long and the instructions somewhat unclear
- Unit presentations in the morning should have been more clearly framed so people understood how the highlighted program supports SEM