

Sort	To what extent do you believe that the UNO Core reflects UNO's identity, goals, and aspirations?	Why or why not?
3	A lot	Needs to include creative activity
1	A lot	It seems like the identity of UNO matches exactly the UNO Core pillars
1	A lot	We are who we say we are and align our resources accordingly.
1	A lot	It encompasses the several current initiatives that are being explored and which supports learner outcomes and experiences.
3	A lot	Global engagement is emphasized more than local community engagement
1	A lot	The core addresses all the things we do.
1	A lot	The core builds out the ideal and pragmatic way that the Metropolitan mission should work.
1	A lot	We are reaching globally while providing resources to our community, creating that positive change at all levels.
1	A lot	I believe the UNO Core mission aligns with the University's values and goals.
1	A lot	Encompasses both learners and the community aspect.
1	A lot	I think the core highlights the strengths of the university but also talks about how we will use the strengths to further our mission, vision, and purpose to impact more students. It is clear and concise and is solution focused.
3	A lot	I think these goals show UNOs efforts to grow and develop as a university. I do think that the goals could include more specifics for impact on individual students, as well as the university.
1	A lot	It is well defined.
3	A lot	Not a great deal because it seems to miss some aspects of student learning such as acquiring knowledge and exhibiting curiosity.
1	A lot	While this looks a lot like ASU's core, it does seem a good fit for UNO
2	A lot	I think it is on track with where we want to go as an institution but I can't say it is in line with the current identity.
1	A lot	Reflected across campus
1	A lot	I think this does an excellent job of reflecting UNO's identity, goals and aspirations! I really love that we have the UNO Core!
3	A lot	Word choice within places of the UNO Core might be reconsidered (e.g., use of the term "exclusion").
1	A lot	The pillars are connected which has not always been the case.
3	A lot	I think there should be just a little bit more focus on the student in the pillars.
1	A lot	The UNO Core reflects UNO's identity, goals, and aspirations by focusing on workforce development, emphasizing that we are a Metropolitan university, and community engagement.
3	A lot	It should include creative activity in addition to pragmatic and impactful research to be inclusive of arts and humanities. Also, it should include engaged citizenship as well as economic workforce. I would use metropolitan instead of urban since campus community is used to that. Here is my suggestion based on these comments: "UNO is an urban public research university educating people of the world. We innovate for the public through impactful research and vibrant creative activity. We advance the social and economic mobility of our learners and serve our communities through inclusion rather than exclusion. We assume responsibility for developing economic workforce and engaged citizens within our state and beyond. We devote each day to transforming lives."
1	A lot	Focus on economic and social mobility + workforce development with a lens of research
3	A lot	I like them but we are missing a piece that is hard to explain. Community...soul...it's people.
3	A lot	I think it does showcase the mission, vision, and values that UNO strives to achieve. It has all the important elements. I think the discussion on how we accomplish or build upon the foundation is the next step.
1	A lot	Captures the spirit of our mission and vision and helps to articulate how the mission can be operationalized across our campus.
3	A lot	I believe that many of the core tenets of UNO's identity are captured by the UNO core statement. I am grateful the education of the public and a focus on diversity are key aspects of the core. I am interested that research was placed as the second core tenet, when it feels like on a daily basis the Community Engagement and Workforce Development are higher driving priorities for UNO's work. I believe the 4 tenets capture all of the most important strategic priorities of UNO's brand and identity.
2	A lot	The Core encompasses what a metropolitan university should be.
3	A lot	Overall, yes - specifically for the majority of staff and faculty. But I want to see more action towards these goals - not just writing it down as the Core - but making it very apparent.
3	A lot	UNO has long focused on its students and this CORE continues that. In addition, UNO has seen a big increase in their research over the past years and CORE incorporates that, as well. We should think a little more globally, though.
2	A lot	I feel my area strives to achieve all of the four pillars; however I think UNO still struggles to be identified within the public domain as a strong contender in each area.
2	A lot	Some connections are indirect, but overall, the core aligns with identity, goals, and aspirations.
3	A lot	The only one I worry about is workforce development. I think, community-wise, the view of this statement is that we are training students precisely for the jobs they will get directly after college, much like a trade school. We are preparing students with skills that will allow them to be successful throughout their careers. In some respect, one of our large goals is teaching students how they can learn now and in the future.
1	A lot	It represents our strong mission.
2	A lot	In an aspirational sense, I believe the goals of the University, its faculty, and staff are in alignment with the tone and substance of the Core. I believe our challenges in meeting those aspirations are limited by state political and cultural factors.
1	A lot	UNO is located in the largest city in Nebraska and right in the center of major economic development of the state.
1	A lot	Align well to UNO strengths
1	A lot	The pillars fit together synergistically to support the mission.
1	A lot	UNO does its best to reflect its core values in everything it does even in extreme circumstances.
2	A lot	I think it wraps most everything together into a concise, yet comprehensive statement showing how UNO delivers on its mission. There could be an opportunity to more strongly tie it into the state of Nebraska and the Omaha community more specifically and directly. It's mentioned at the very end somewhat vaguely/generally.
2	A lot	Pillar 1-3 seem very closely aligned to UNO in these ways. I have a little struggle with Pilar 4 as a trend, more generally. The concepts are certainly linked to outcomes that occur though being a stakeholder at UNO, but the direct link between liberal arts education and work gives me a pause.
1	A lot	The challenge to "Innovate for the public good" is my favorite statement about UNO!
2	A lot	UNO offers so many opportunities that are reflected in the core, but areas are very siloed and many of these opportunities are not shared between areas.
3	A lot	It covers a lot of ground but could also include more academic depth in terms of critical thinking skills, intellectual discourse, and ground breaking research.
1	A lot	Because we have been the Urban University for many decades, and we continue to deliver (and have very much enhanced) our educational quality as well as the research and creative activity impact. We are an accessible institution that provides a high quality education.
3	Moderately	I think it is too narrow, need to broaden the pillars for a more multifaceted approach. This feels limited on some scope.
2	Moderately	Many of these tenets happen in pockets across campus, but not in all units. I think they are aspirational but not currently reflected equally.
3	Moderately	There needs to be more emphasis on academic excellence and creativity
3	Moderately	I would like to see mention of faculty and staff - UNO's own workforce.

Sort	To what extent do you believe that the UNO Core reflects UNO's identity, goals, and aspirations?	Why or why not?
3	Moderately	Are there significant numbers of research faculty who will buy in to this change of focus from basic to applied?
2	Moderately	I think that it reflects my unit goals very closely, but not yet UNO, although we are working to get to this.
3	Moderately	Very necessary to include the inclusion and support of ALL students and the true student success services needed to ensure all students' successful experience
		There is a significant focus on research in the UNO Core as it is currently written, which doesn't always feel as representative of what UNO focuses on.
2	Moderately	I appreciate the UNO Core speaking to inclusion rather than exclusion. I think this is one of the unique aspects of UNO, especially when considering other NU system schools.
4	Moderately	*
2	Moderately	I think it exists but having everyone moving the same direction.
1	Moderately	UNO is working to engage the community.
3	Moderately	I'm not convinced that the word urban doesn't alienate our greater Omaha metro. I get it and understand our identify is profoundly impacted by the urban portion of the metro but want us to be careful. In addition, I think we leave out folks who do "creative activity" for their research. They are abandoned. And I don't like the word pragmatic. Sorry about that...
3	Moderately	It strikes a good balance between community engagement, student focus, and innovation. My one somewhat major complaint is that there needs to be more creativity represented. (For instance, why doesn't the research pillar include creative activity?) And what about the importance of creative (and critical) thinking?
2	Moderately	I think the Core matches our goals fairly well but in truth I'm not sure how much our goals match our students goals. UNO has done well focusing on workforce development but our emphasis on increasing research for the sake of research is rarely of importance to our students or community partners. Education is now a vehicle for career development and we should focus solely on that to support our students goals.
2	Moderately	One thing that is done well is that the core is talked about and thread throughout of the universities work when addressing decisions and how we operate. However, as we know, achieving goals takes finances and when much of student support services are continually cut, but acknowledgement that not as much can be done doesn't happen, the reflection of these ends.
3	Moderately	I believe we need some mention of the education and learning of students that can align with workforce development needs and translate to social mobility.
		I'm missing statements about knowledge acquisition, curiosity, critical thinking, etc.
3	Moderately	Work force development is important, but innovation comes from critical thinkers, not "employees". Does UNO want to train employees or innovators/employers?
3	Moderately	I disagree with last sentence. We share responsibility describes our values better.
3	Moderately	It was written without input. When input was attempted to be provided it was not accepted. Some of what is in the core is ok, but it is too narrowly focused on business.
2	Moderately	I agree with most of the statement except for the part about research. If we want to emphasize that UNO is a research institution, our research office needs more support. Research is pillar #2 but sometimes it feels like the research office is an afterthought. I would love to see ORCA initiatives to be prioritized. If we want to continue growth and development in research, we need to build our office.
2	Moderately	This work is not entrenched in the fabric of our work or culture. It occurs in different areas at UNO.
3	Moderately	I appreciate the practical emphasis on workforce. I would like to see more verbiage about supporting faculty and staff and how that is essential to supporting students in academic and workforce endeavors and the work that faculty and staff do to invite and include a myriad of community members.
2	Moderately	The current core is close, but there are areas that could use improvement. First, the way research is framed does not accurately reflect the research currently conducted at UNO. We do much more than "pragmatic" research. The goal of being responsible for workforce and economic development also seems too lofty. While the university will always be partially responsible for this type of development, this level of responsibility seems unrealistic.
3	Moderately	There is no mention of key terms like 'knowledge', 'intellectual', 'curiosity', 'grounded' in a solid liberal arts education. 'make an informed citizen' 'contemplating and understanding human connection' 'search for knowledge and understanding'
1	A great deal!	It's better than our mission statement
1	A great deal!	I think this is the "mission statement" that faculty, staff, and students have been looking for!
4	A great deal!	I wrote it
1	A great deal!	It captures our objectives
1	A great deal!	I believe it adds to the mission and supports our mission further.
1	A great deal!	The CORE is awesome! Education, research, community engagement, and workforce development are our priorities, who we are, and what Nebraska needs us to be!
4	A great deal!	NA
4	A great deal!	Awesome
1	A great deal!	It articulates the mission statement in more detail and provides clarity in our commitment in all areas.
1	A great deal!	Consistent with UNO mission vision and values. Articulated them with plain language. Will have long term impact and become common language spoken on this campus. Excited!
1	A great deal!	It covers the broad goals of various departments and units, expresses our commitment to people and the creating value for them and for our community through growth
1	A great deal!	I love it. This is who we are. It may be articulated slightly differently than it is has been in the past, but I find it absolutely perfect. It's inspirational and also very on brand. Go Mavs!
4	A great deal!	Just want you to make sure you know my opinion
1	A great deal!	Aligned with mission and values
1	A great deal!	Diversity equity & inclusion is systemic and clear focus on student success
1	A great deal!	Carefully chosen words which outline our values
1	A great deal!	Largely a restatement of mission and vision
1	A great deal!	From the perspective of global partnerships and knowing UNO's strategic goals, mission, values, and vision, this core feels appropriate. Partnerships impact all 4 core pillars directly.
1	A great deal!	Our table discussed several areas where our operations fit easily into the Core description.
1	A great deal!	It includes the various aspects of our activities at UNO. It is succinct enough but provides details.
1	A great deal!	I think the core (pillars) align perfectly with what I have experienced at UNO as a faculty member and working within various University committees.
1	A great deal!	UNO is like a hidden gem that is transforming our community and world. Groundbreaking technology, skill sets, inventions, and ideas are generated from the students, faculty and staff here. This urban university is going places and changing lives.
1	A great deal!	Great work toward all areas.
1	A great deal!	The UNO Core builds on what we are currently doing and sets forth an ambitious plan for what we can do in the future.
1	A great deal!	We live, eat, and breathe these values.

Sort	To what extent do you believe that the UNO Core reflects UNO's identity, goals, and aspirations?	Why or why not?
1	A great deal!	I believe the Core is reflective of UNO because it cuts to the heart of what this university is - a rising educational institution that powers Omaha and beyond with thoughtful, diverse and motivated students pushed by a dedicated and engaged faculty and staff.
1	A great deal!	It incorporates aspects of our mission and values - educational, research and community components.
1	A great deal!	I see so much effort and intention at this institution. These are massive, critical goals that take time to achieve and more than anything, we are dedicated and resilient. Honor to be a part of the team. Ana Lopez Shalla
4	A great deal!	Our leaders have meetings like this! We as faculty are free to help each other!
4	A great deal!	No response on paper
4	A little	I question how something can reflect a university when faculty, staff, and students were not involved in its creation.
3	A little	The explanations provided in the slides during the strategic planning forum helps outline how the core might reflect UNO's identity, goals, and aspirations but those explanations shouldn't be needed. It should be very clear in the language that we support community engagement and are student centered. The statement as written is too focused on workforce development as opposed to the core mission of UNO.
3	A little	It's very focused on workforce development and seems to leave out arts and humanities in meaningful ways. But I may not understand it well enough! :)
4	Not at all	The campus has become less inclusive and accepting of diversity and inclusion. I was a student that graduated in 2007 from UNO and I truly feel 2007 UNO better met these ideal than 2023 UNO. In the last two years UNO has made major steps backwards. UNO is not keeping up with the times and needs of the community. UNO is also going to find itself on the wrong side of history.

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1	A lot	The core addresses all the things we do.
1	A lot	The core builds out the ideal and pragmatic way that the Metropolitan mission should work.
1	A lot	We are reaching globally while providing resources to our community, creating that positive change at all levels.
1	A lot	I believe the UNO Core mission aligns with the University's values and goals.
1	A lot	Encompasses both learners and the community aspect.
1	A lot	I think the core highlights the strengths of the university but also talks about how we will use the strengths to further our mission, vision, and purpose to impact more students. It is clear and concise and is solution focused.
1	A lot	It is well defined.
1	A lot	While this looks a lot like ASU's core, it does seem a good fit for UNO
1	A lot	Reflected across campus
1	A lot	I think this does an excellent job of reflecting UNO's identity, goals and aspirations! I really love that we have the UNO Core!
1	A lot	The pillars are connected which has not always been the case.
1	A lot	The UNO Core reflects UNO's identity, goals, and aspirations by focusing on workforce development, emphasizing that we are a Metropolitan university, and community engagement.
1	A lot	Focus on economic and social mobility + workforce development with a lens of research
1	A lot	Captures the spirit of our mission and vision and helps to articulate how the mission can be operationalized across our campus.
1	A lot	It represents our strong mission.
1	A lot	UNO is located in the largest city in Nebraska and right in the center of major economic development of the state.
1	A lot	Align well to UNO strengths
1	A lot	The pillars fit together synergistically to support the mission.
1	A lot	UNO does its best to reflect its core values in everything it does even in extreme circumstances.
1	A lot	The challenge to "innovate for the public good" is my favorite statement about UNO!
1	A lot	Because we have been the Urban University for many decades, and we continue to deliver (and have very much enhanced) our educational quality as well as the research and creative activity impact. We are an accessible institution that provides a high quality education.
1	Moderately	UNO is working to engage the community.
1	A great deal!	It's better than our mission statement
1	A great deal!	I think this is the "mission statement" that faculty, staff, and students have been looking for!
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1	A great deal!	The CORE is awesome! Education, research, community engagement, and workforce development are our priorities, who we are, and what Nebraska needs us to be!
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1	A great deal!	It covers the broad goals of various departments and units, expresses our commitment to people and the creating value for them and for our community through growth
1	A great deal!	I love it. This is who we are. It may be articulated slightly differently than it is has been in the past, but I find it absolutely perfect. It's inspirational and also very on brand. Go Mavs!
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1	A great deal!	Diversity equity & inclusion is systemic and clear focus on student success
1	A great deal!	Carefully chosen words which outline our values
1	A great deal!	Largely a restatement of mission and vision
1	A great deal!	From the perspective of global partnerships and knowing UNO's strategic goals, mission, values, and vision, this core feels appropriate. Partnerships impact all 4 core pillars directly.
1	A great deal!	Our table discussed several areas where our operations fit easily into the Core description.
1	A great deal!	It includes the various aspects of our activities at UNO. It is succinct enough but provides details.
1	A great deal!	I think the core (pillars) align perfectly with what I have experienced at UNO as a faculty member and working within various University committees.
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1	A great deal!	Great work toward all areas.
1	A great deal!	The UNO Core builds on what we are currently doing and sets forth an ambitious plan for what we can do in the future.
1	A great deal!	We live, eat, and breathe these values.
1	A great deal!	I believe the Core is reflective of UNO because it cuts to the heart of what this university is - a rising educational institution that powers Omaha and beyond with thoughtful, diverse and motivated students pushed by a dedicated and engaged faculty and staff.
1	A great deal!	It incorporates aspects of our mission and values - educational, research and community components.
1	A great deal!	I see so much effort and intention at this institution. These are massive, critical goals that take time to achieve and more than anything, we are dedicated and resilient. Honor to be a part of the team. Ana Lopez Shalla

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2	A lot	I think it is on track with where we want to go as an institution but I can't say it is in line with the current identity.
2	A lot	The Core encompasses what a metropolitan university should be.
2	A lot	I feel my area strives to achieve all of the four pillars; however I think UNO still struggles to be identified within the public domain as a strong contender in each area.
2	A lot	Some connections are indirect, but overall, the core aligns with identity, goals, and aspirations.
2	A lot	In an aspirational sense, I believe the goals of the University, its faculty, and staff are in alignment with the tone and substance of the Core. I believe our challenges in meeting those aspirations are limited by state political and cultural factors.
2	A lot	I think it wraps most everything together into a concise, yet comprehensive statement showing how UNO delivers on its mission. There could be an opportunity to more strongly tie it into the state of Nebraska and the Omaha community more specifically and directly. It's mentioned at the very end somewhat vaguely/generally.
2	A lot	Pillar 1-3 seem very closely aligned to UNO in these ways. I have a little struggle with Pillar 4 as a trend, more generally. The concepts are certainly linked to outcomes that occur though being a stakeholder at UNO, but the direct link between liberal arts education and work gives me a pause.
2	A lot	UNO offers so many opportunities that are reflected in the core, but areas are very siloed and many of these opportunities are not shared between areas.
2	Moderately	Many of these tenets happen in pockets across campus, but not in all units. I think they are aspirational but not currently reflected equally.
2	Moderately	I think that it reflects my unit goals very closely, but not yet UNO, although we are working to get to this.
2	Moderately	There is a significant focus on research in the UNO Core as it is currently written, which doesn't always feel as representative of what UNO focuses on.
2	Moderately	I appreciate the UNO Core speaking to inclusion rather than exclusion. I think this is one of the unique aspects of UNO, especially when considering other NU system schools.
2	Moderately	I think it exists but having everyone moving the same direction.
2	Moderately	I think the Core matches our goals fairly well but in truth I'm not sure how much our goals match our students goals. UNO has done well focusing on workforce development but our emphasis on increasing research for the sake of research is rarely of importance to our students or community partners. Education is now a vehicle for career development and we should focus solely on that to support our students goals.
2	Moderately	One thing that is done well is that the core is talked about and thread throughout of the universities work when addressing decisions and how we operate. However, as we know, achieving goals takes finances and when much of student support services are continually cut, but acknowledgement that not as much can be done doesn't happen, the reflection of these ends.
2	Moderately	I agree with most of the statement except for the part about research. If we want to emphasize that UNO is a research institution, our research office needs more support. Research is pillar #2 but sometimes it feels like the research office is an afterthought. I would love to see ORCA initiatives to be prioritized. If we want to continue growth and development in research, we need to build our office.
2	Moderately	This work is not entrenched in the fabric of our work or culture. It occurs in different areas at UNO.
2	Moderately	The current core is close, but there are areas that could use improvement. First, the way research is framed does not accurately reflect the research currently conducted at UNO. We do much more than "pragmatic" research. The goal of being responsible for workforce and economic development also seems too lofty. While the university will always be partially responsible for this type of development, this level of responsibility seems unrealistic.

Sort	UNO's identity, goals, and aspirations?	Why or why not?
3	A lot	Needs to include creative activity
3	A lot	Global engagement is emphasized more than local community engagement
3	A lot	university.
3	A lot	Not a great deal because it seems to miss some aspects of student learning such as acquiring knowledge and exhibiting curiosity.
3	A lot	Word choice within places of the UNO Core might be reconsidered (e.g., use of the term "exclusion").
3	A lot	I think there should be just a little bit more focus on the student in the pillars.
3	A lot	economic workforce. I would use metropolitan instead of urban since campus community is used to that. Here is my suggestion based on these comments: "UNO is an urban public
3	A lot	I like them but we are missing a piece that is hard to explain. Community...soul...it's people.
3	A lot	foundation is the next step.
3	A lot	the core. I am interested that research was placed as the second core tenet, when it feels like on a daily basis the Community Engagement and Workforce Development are higher
3	A lot	Overall, yes - specifically for the majority of staff and faculty. But I want to see more action towards these goals - not just writing it down as the Core - but making it very apparent.
3	A lot	We should think a little more globally, though.
3	A lot	after college, much like a trade school. We are preparing students with skills that will allow them to be successful throughout their careers. In some respect, one of our large goals is
3	A lot	It covers a lot of ground but could also include more academic depth in terms of critical thinking skills, intellectual discourse, and ground breaking research.
3	Moderately	I think it is too narrow, need to broaden the pillars for a more multifaceted approach. This feels limited on some scope.
3	Moderately	There needs to be more emphasis on academic excellence and creativity
3	Moderately	I would like to see mention of faculty and staff - UNO's own workforce.
3	Moderately	Are there significant numbers of research faculty who will buy in to this change of focus from basic to applied?
3	Moderately	Very necessary to include the inclusion and support of ALL students and the true student success services needed to ensure all students' successful experience
3	Moderately	want us to be careful. In addition, I think we leave out folks who do "creative activity" for their research. They are abandoned. And I don't like the word pragmatic. Sorry about
3	Moderately	(For instance, why doesn't the research pillar include creative activity?) And what about the importance of creative (and critical) thinking?
3	Moderately	I believe we need some mention of the education and learning of students that can align with workforce development needs and translate to social mobility.
3	Moderately	
3	Moderately	I disagree with last sentence. We share responsibility describes our values better.
3	Moderately	It was written without input. When input was attempted to be provided it was not accepted. Some of what is in the core is ok, but it is too narrowly focused on business.
3	Moderately	and workforce endeavors and the work that faculty and staff do to invite and include a myriad of community members.
3	Moderately	'make an informed citizen'
3	A little	shouldn't be needed. It should be very clear in the language that we support community engagement and are student centered. The statement as written is too focused on
3	A little	It's very focused on workforce development and seems to leave out arts and humanities in meaningful ways. But I may not understand it well enough! ;)

Sort	To what extent do you believe that the UNO Core reflects UNO's identity, goals, and aspirations?	Why or why not?
4	Moderately	*
4	A great deal!	I wrote it
4	A great deal!	NA
4	A great deal!	Awesome
4	A great deal!	Just want you to make sure you know my opinion
4	A great deal!	Our leaders have meetings like this! We as faculty are free to help each other!
4	A great deal!	No response on paper
4	A little	I question how something can reflect a university when faculty, staff, and students were not involved in its creation.
4	Not at all	The campus has become less inclusive and accepting of diversity and inclusion. I was a student that graduated in 2007 from UNO and I truly feel 2007 UNO better met these ideal than 2023 UNO. In the last two years UNO has made major steps backwards. UNO is not keeping up with the times and needs of the community. UNO is also going to find itself on the wrong side of history.