## Feedback notes on UEA Plan and Values conversation at HUM Faculty meeting

Concerns about the rhetoric of 'success' - feels like too much focus on the individual; discussion would be valued on (a) what success means in general (b) whether 'success' is the best word and (c) what success (if that terms is used) might look like for each of the 4 pillars

We want to be bold and confident but do we need to be bound by the language of the last phase of the plan (ie the word 'success' in each of the 4 pillars); what about 'inspiring students'; 'inspiring staff';

Those who do not find themselves in the spotlight of celebration/awards might feel undervalued; commitment to 'excellence' adds undue pressure

There was a call for moving towards the language of 'one community'; OR **'The People University'** (encompassing staff *and* students)

Are the 'big shifts' within each pillar already fixed?

What does a campus 'University of the 21st century' mean/look like – some US examples were given

Self-care (and care for others) is important – and achievement will flow from that

Fun, joy and challenge need to be in the motivational mix – especially as part of the conversation amongst staff and with students

We need to reclaim the importance of a meaningful relationship with our students – not one that is based so visibly on finance (which is not why most of us come to work)

'New delivery models' – some anxiety about this – might we tease out current examples from range of delivery models already on offer across the University so as to defuse the anxiety (eg online/blended MA Crime Writing; short courses such as 'Return to Learn'; range of apprenticeships; fieldwork; etc) – not about creating excessive workloads but thinking about what is right for our students – now and future

Need to hold onto the importance of the academic endeavour (of our students and staff) – this is what makes an HEI distinctive from all other large organisations

We must value our campus and think about using its spaces in different ways for different types of learning experience

Might we rebadge 'employability' as 'student opportunities and graduate prospects'?

A need (in HUM subjects) to consider the opportunities and challenges of co-authorship – another form of working together in a research context