



# NEW CLASSIFIED INSTITUTE

**President's Cabinet**  
**April 4, 2023**

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*A Year in Review*

&

**Look  
Ahead**

# NCI Cohort One

- WHAT DID WE SAY WE'D DO & WHAT DID WE DO?
- HOW'D IT GO? (SURVEY FEEDBACK)
- WHY IS THIS IMPORTANT? (TESTIMONIALS)
- WHAT DO WE VALUE?
- WHAT'S NEXT?



# CLASSIFIED ONBOARDING @MESA



**START**

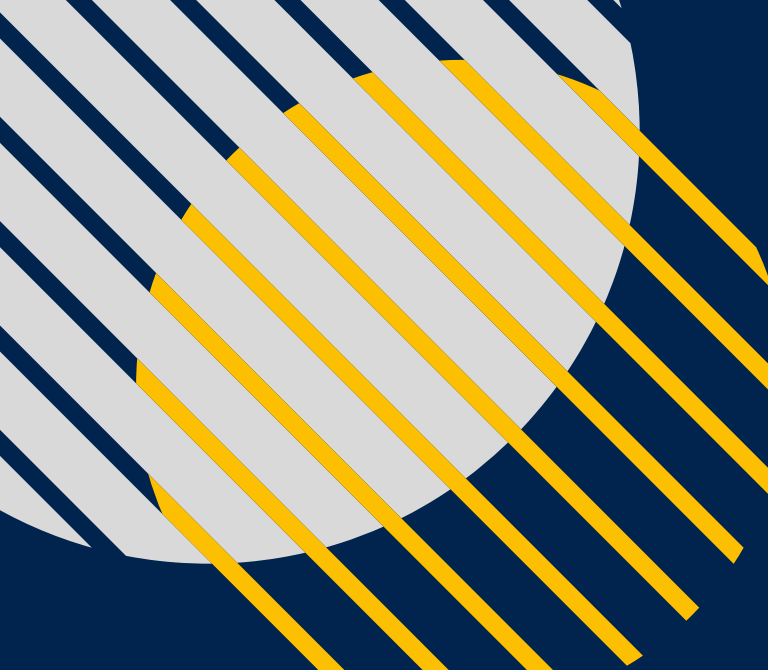
**There is** currently **no** introduction to Mesa's community, culture, and resources for new classified hires.



**NOW**

**There is** currently an introduction to Mesa's community, culture, and resources for new classified hires.





"It brought up solutions to issues that we would have not thought about on our own. I feel closer to people on campus and it opened doors to more opportunities inside & outside of work. "

## THE KEY IDEA

### **Classified will feel -**

- **more grounded in their positions**
- **more connected to other classified professionals**
- **more connected to the campus**


**This will improve personnel retention and foster equity-minded campus leaders from every seat.**

"For me, NCI has been something that I have valued and needed. I'm very appreciative of the folks who have helped facilitate it and most appreciative of the fellow classified professionals I have met and shared with. Please keep this going for all new staff. "

"The most valuable session was when was met with various departments to learn about services provided, few of the processes, and how we all collaborate."

"NCI allows new classified employees to share their experiences and for experts to share how to mitigate/navigate the difficulties. It truly is a mentorship/partnership between the experienced and newly hired staff. "





**"NCI is a place where we can be open and express our struggles in our departments, and within ourselves. NCI Has opened my perspective on campus collaboration and what we can do to support each other as classified professionals. We found our family, through NCI."**

# OUTCOMES

## SHORT

Participants will be introduced to -

- on campus resources for employees
- contacts on campus
- a community with co-participants
- our culture of diversity, equity, and inclusion
- Mesa2030's goals
- governance, learning, and leadership

## MEDIUM

Participants will -

- challenge and form productive mindsets around DEI
- tie the goals of Mesa2030 to their work
- articulate professional goals

## LONG

Participants will -

- share feedback on program improvement
- share cohort experience at ClassiCon 2023
- form the first cohort mentor group
- become equity-minded leaders from every seat

## SESSIONS

- |       |  |
|-------|--|
| 9/30  | Campus Leaders. Introductions, Our Why                                     |
| 10/21 | Gov 101, Mesa2030, Your Place in This                                      |
| 11/18 | A Deeper Dive into Equity  |
| 12/16 | Leading with Our Strengths   |
| 1/20  | Self & Others: Myers Briggs  |
| 2/24  | Department Speed Dating  |
| 3/17  | Crucial Conversations  |
| 4/21  | Reassessing Traditional Values<br>Student Panel                            |
| 5/19  | Looping Departments into the Work;<br>Putting it All Together; Celebrating |

"Viewing situations from a student POV allows employees to form solutions; ideas that can be [and] are seen as attainable by the students."

"NCI offers workshops ... that directly impact Mesa's core values."

# NEW CLASSIFIED INSTITUTE SESSION SURVEYS

## 7 *Session Surveys Completed*



all the sessions and session topics were ranked as highly valuable and valuable



longer session length and more time to process learning in community



respondents appreciated meeting the President and the VPs and learning their stories



respondents loved learning about the topics and wanted more time for deeper dive into session topics



respondents loved being in community with one another and Mesa session guests



# NEW CLASSIFIED INSTITUTE PARTICIPANT QUOTES

NCI makes me feel heard and like a part of the community. It increases morale and teaches staff members about other services from other departments

Meeting people from all over campus and making connections with them that make me feel much more inspired and part of something bigger.

We get to discuss topics that we normally would not have access to. I realized that we collectively share many of the same situations, issues, success, and recovery from our failures

[NCI] is a huge part of my contribution to our staff community. I look forward to meeting, collaborating and listening to my peers. Without this, I would not have the ability to grow in the community

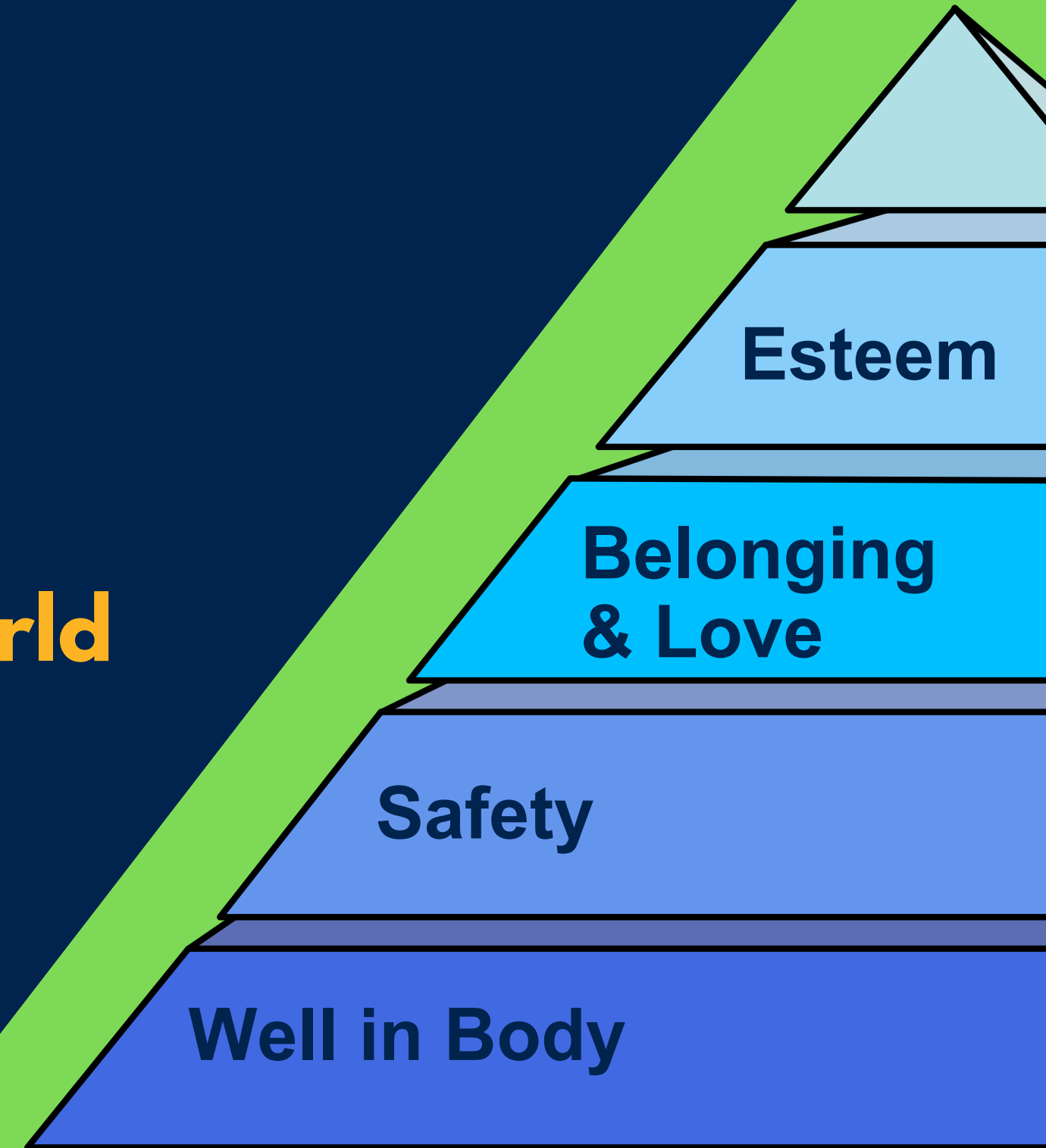
[NCI] helped me to understand that I can always help students and support them from my positions

Culture fuels purpose and NCI facilitates connection, support, and growth amongst new members



# WHAT WE VALUE

- **Humans (What dat?)**
- **What We Bring**
- **What We Co-Create**
- **What We Put into the World**



"NCI is doing what we need to do to be the best. We are connecting in ways that others aren't."

"IT IS A HIGHLY RECOMMENDED RITE OF PASSAGE [FOR] A NEW HIRE."



# WHAT'S NEXT

- Sessions on April 21 and May 19
  - Cohort Presentation @Classi-Con 23
  - A Final Assessment & Recommendations
  - A Warm and Informed Hand-Off to a New 23-24 Facilitation Team
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"We get to have hard conversations. As someone who is Mesa we want to be the best we can become; that means working on what we can fix."



equity-mindedness...



# Questions/Comments?

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Thank you for the support.  
It's been a great year.

