SUMMARY OF THEMES

Cluster Purpose
We described our Cluster’s purpose in terms of what the Cluster DOES, what the Cluster PROVIDES (aka what students will FIND here), and our INTENDED GOALS. We described what our Cluster does focusing mostly on what we are already doing right now, but sometimes also focusing on what we must start doing. The ways we describe what we do tend to be either Staff actions or Student actions. The ways we describe what students will find in our Cluster primarily fall into 3 broad themes: Opportunities, Autonomy, and Staff Expertise. We identified 2 types of intended goals: Student-centered and Campus-centered.

1. What we do: Staff actions
   1.1. THEME: Connecting
2. What we do: Student actions
3. What our Cluster provides
   3.1. THEME: Opportunities
   3.2. THEME: Autonomy
   3.3. THEME: Staff expertise
   3.4. “Here’s where you can make it yours.”
   3.5. “The grass roots of our cluster are the students.”
   3.6. “We are facilitators of student voice.”
4. Our intended goals
   4.1. Student-centered learning goals for active participants
   4.2. Student-centered program/operational goals for active participants
   4.3. Campus-centered goals (i.e., climate)

Cluster Core Values
We described our Cluster’s core values in the following ways: our core value DEFINITIONS, which are Student-focused; the ways we ENACT or deliver on our core values; current key CONTEXT features; and topics for further Cluster DELIBERATION.

1. Our Definitions: Student-focused
   1.1. MAJOR THEME: Student agency
   1.2. MAJOR THEME: Create/Build campus community
   1.3. MAJOR THEME: Institutional pride, school spirit
   1.4. THEME: Open communication & transparency
   1.5. THEME: Professionalism
   1.6. THEME: Campus environment & culture
1.7. Creativity

1.8. Skill-building

1.9. Collaboration

2. How we enact our values

2.1. Advising

2.2. Create/Build community

3. Current key context features

4. Further deliberation

4.1. What does/should school pride look like?

4.2. Who is generating ideas – staff initiating student programming?

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**Cluster Roles & Responsibilities**

We discussed our Cluster roles and responsibilities in 3 TYPES of ways: Student-specific, Cluster-specific, and Individual. We also described CHANGES we envision in the Cluster, our Cluster NEEDS, & topics for further Cluster DELIBERATION.

1. Student-specific

1.1. **MAJOR THEME:** Train students that are in positions of responsibility

1.2. **THEME:** Provide events

1.3. **THEME:** Assess RSO Tier system and student/group needs

2. Cluster-specific

2.1. **MAJOR THEME:** Cross-trained and/or partnered staff, to serve multiple student populations

3. Individual

4. Changes we envision

5. Our Cluster needs

5.1. **THEME:** More staffing

6. Further deliberation

6.1. **THEME:** Key challenges to address

6.2. **THEME:** “New Rules”

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**Maximizing Cluster Effectiveness**

We discussed how to maximize our Cluster’s effectiveness focusing primarily on what we need to do COLLECTIVELY as a Cluster, what we need to do INDIVIDUALLY, and our Cluster NEEDS.

1. Collectively as a Cluster

1.1. **MAJOR THEME:** Assess our effectiveness

   1.1.1. Manage our processes effectively: Analyze, strengthen & create efficiencies within our systems
1.2. **MAJOR THEME: Manage our work effectively**

1.3. **MAJOR THEME: Manage our work relationships within the cluster**

1.4. **MAJOR THEME: Provide cluster-wide cross-training for staff**

1.5. **THEME: Enhance students’ effectiveness**

1.6. *Focus on activities that will contribute toward getting a new Student Center*

2. Individually

   2.1. *Think beyond our staff titles and be open to cross-training*

   2.2. *Be fearless about change*

   2.3. *Be open to new opportunities*

3. Our Cluster needs

   3.1. **Tools**

   3.2. **Role clarification**