

MINUTES
UW-Green Bay Campus Climate Committee

Present:
Lucy Arendt
Anne Buttke
Bill Laatsch
Illene Noppe
Bob Skorczewski
Georjeanna Wilson-Doenges

May 21, 2004
9:00 AM, MAC 311

1. The first meeting of the Campus Climate Committee (CCC) was called to order at 9:00 am by Illene Noppe, Convener.
2. The first order of business was to elect a chair. As one of the few traditions at UW-Green Bay is to elect the Convener, we decide not to buck ritual. Georjeanna nominated Illene, it was seconded by Bob, and she was unanimously elected.
3. It was decided that all business would be conducted on a consensual basis.
4. The first order of business involved the membership of this committee. The argument was made that it was important to include representation from Classified and Non Represented Staff on the committee. After discussion of the possible drawbacks and merits of expanding the committee, it was decided that it was important that we include members of Classified Staff. Illene will contact Mary Ann Rose, the representative of Classified Staff, and have the Steering Committee of the Classified Staff Advisory Council select a representative to the CCC. In addition, Illene will consult with Cliff Abbott, Chair of the University Committee, about the legal issues regarding inclusion of Classified Staff. We will invite our new member to our summer meetings on an unofficial basis, as formal acceptance into the committee would have to await Senate approval in the fall.
5. Definition of Campus Climate and Mission of the CCC:

Because of the many possible interpretations of what is meant by "campus climate," an extensive discussion delimited the essential elements of a positive campus climate. These involve:

- ❖ Respect
- ❖ Communication
- ❖ Mutually Shared Vision and Values
- ❖ Support

- ❖ Trust
- ❖ Recognition

We also determined that our unit of analysis, based upon the nature of the relationship environment, will be campus wide, rather than focusing upon dyadic or department-level issues. Thus, the CCC will not focus upon mechanisms of grievance resolution, nor will we serve as a repository of complaints. Given these parameters, the mission of the Campus Climate Committee is to:

Promote a positive relationship environment through a mutually shared vision, where people in the UW-Green Bay campus community can develop both professionally and personally, feel like they have a valued role in the functioning of the University, respect the role of their colleagues, and feel recognized for their actions.

6. The CCC decided to meet during the summer, with the goal of having a draft of a tangible action plan by the beginning of the Fall, 2004 semester. Each of our meetings will involve tackling one of the elements of campus climate listed in #5.
7. Our next meeting, where we will discuss “**respect**” (with apologies to Aretha), will take place at 8:30 am, June 1, 2004 in MAC C311.
8. We adjourned at 10:30 am.

Respectfully submitted,

Illene C. Noppe, newly minted Chair